

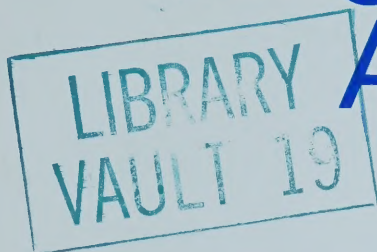
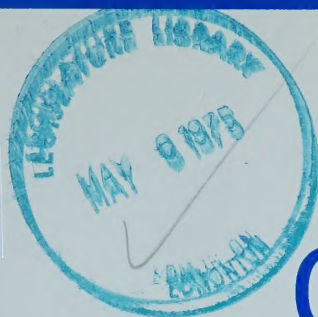
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WORKING CONDITIONS AND FRINGE BENEFIT PLANS SURVEY

1974

Alberta

TREASURY

Bureau of Statistics

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Summary of 1974 Survey Results

Alberta Survey of Working Conditions and Fringe Benefit Plans

1974

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Alberta Bureau of Statistics
Treasury Department
Terrace Building
Edmonton, Alberta

March, 1975

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Copy of Survey Questionnaire 100

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INTRODUCTION

General Comments

The Alberta Survey of Working Conditions and Fringe Benefit Plans is conducted periodically by attaching an additional questionnaire to the Alberta Salary and Wage Rate Survey. The combined questionnaire is mailed to sample firms in July.

A total of 1,450 firms was asked to report on the working conditions and fringe benefit plans offered to employees on 1-Aug-74. This report is based on questionnaires returned by 1,088 firms, or seventy-five per cent of the total. Five per cent of the total questionnaires distributed were returned incomplete and could not be included.

Data reported for municipal governments and for the governments of Canada and Alberta in areas other than Edmonton and Calgary are based on total employment. Data reported for federal and provincial government employees in Calgary and Edmonton are based upon a twenty per cent sample.

A total of 165.6 thousand employees was reported by the responding firms. Of the total coverage, 62.7 thousand were office and 102.9 thousand were non-office. These employees account for twenty-five per cent of Alberta's estimated non-agricultural labour force in August, 1974.

Confidentiality

When less than three firms report within a specific category, an asterisk (*) is used in place of the number of employees in those firms.

When only one asterisk occurs in a column of a table (except for the category "Other"), the number of employees in the "total" or any other suitable category is replaced by an asterisk, in order to avoid residual disclosure.

Terminology

This report reviews respondents' practices with regard to the following conditions:

1. Standard Work Week: hours and days worked per week, by majority of employees in a firm, exclusive of overtime.

2. Vacation-With-Pay Plans: number of weeks of paid vacation offered, and the qualifying period, in terms of length of service required for a vacation of given length.
3. Paid Statutory or Public Holiday Policies: the policy of an employer to allow specific holidays with pay and, where applicable, the number of paid holidays allowed in the year immediately prior to 1-Aug-74. The paid holidays reported most frequently are listed.
4. Pay Periods: the most commonly reported policies defining the interval of pay periods: weekly, bi-weekly, monthly, semi-monthly, or other (including combinations).
5. Fringe Benefit Plans: the incidence of availability and the percentage of premium paid by the employer for eleven (11) designated fringe benefit plans.

Definitions

The following definitions apply throughout the report:

1. Firm: an industry unit for which a set of statistics has been provided in the survey.
2. Firm-Type: firms with similar or closely related primary activities are grouped into a particular firm-type. Ten firm-types are used in this report.
3. Firm-Size: total number of employees on staff in the firm, including both office and non-office staff. Four firm-size categories are used in this report.
4. Office Employees: comprises clerical and administrative staff.
5. Non-Office Employees: comprises production, maintenance, sales and custodial staff.

Guide to Table Headings

In this report the conditions surveyed are summarized in a set of five

tables for the all-firm summary and for each firm-type and firm-size. The tables are as follows:

1. Standard Work Week (Table A): reported data were rounded to the nearest 0.25 days per week, 0.1 hours per week, and 0.25 hours per day. The category "Other" included only reported work weeks lying outside the published range. The published ranges are: 4.00 to 6.00 days per week, 30.0 to 44.0 hours per week, and 5.00 to 9.00 hours per day.
2. Vacation-With-Pay Plans (Table B): length of service required to qualify for a specified period of "vacation-with-pay" is shown in Table B for office and non-office employees, in summary and by type and by size of firm. Additional information on special plans pertaining to vacation-with-pay is shown in the Appendix, Table 1.
3. Paid Statutory or Public Holiday Policies (Table C): the frequency is shown with which each of the twelve most common paid holidays is offered. Holidays other than these twelve are included in the "Other" category, and are detailed in the Appendix, Table 2.
4. Frequency of Pay Periods (Table D): only intervals over which pay is calculated are considered. A firm paying a mid-month advance to salaried employees is still counted as having a monthly pay period.
5. Fringe Benefit Plans (Table E): this includes six "Health and Security" and five "Insurance" plans offered by reporting firms prior to 1-Aug-74. The percentage of premiums contributed by employers and employees has been shown in summary by firm-type and size. Additional fringe benefit plans have been shown in Table 3 of the Appendix.

REVIEW OF 1974 SURVEY RESULTS

Of the total 1,044 firms reporting for the classification "Office Employee": 403 firms (32,800 employees) reported a standard work week of 37.5

hours, 317 firms (5,900 employees) reported a work week of 40 hours, and 185 firms (15,000 employees) reported a work week of 35 hours.

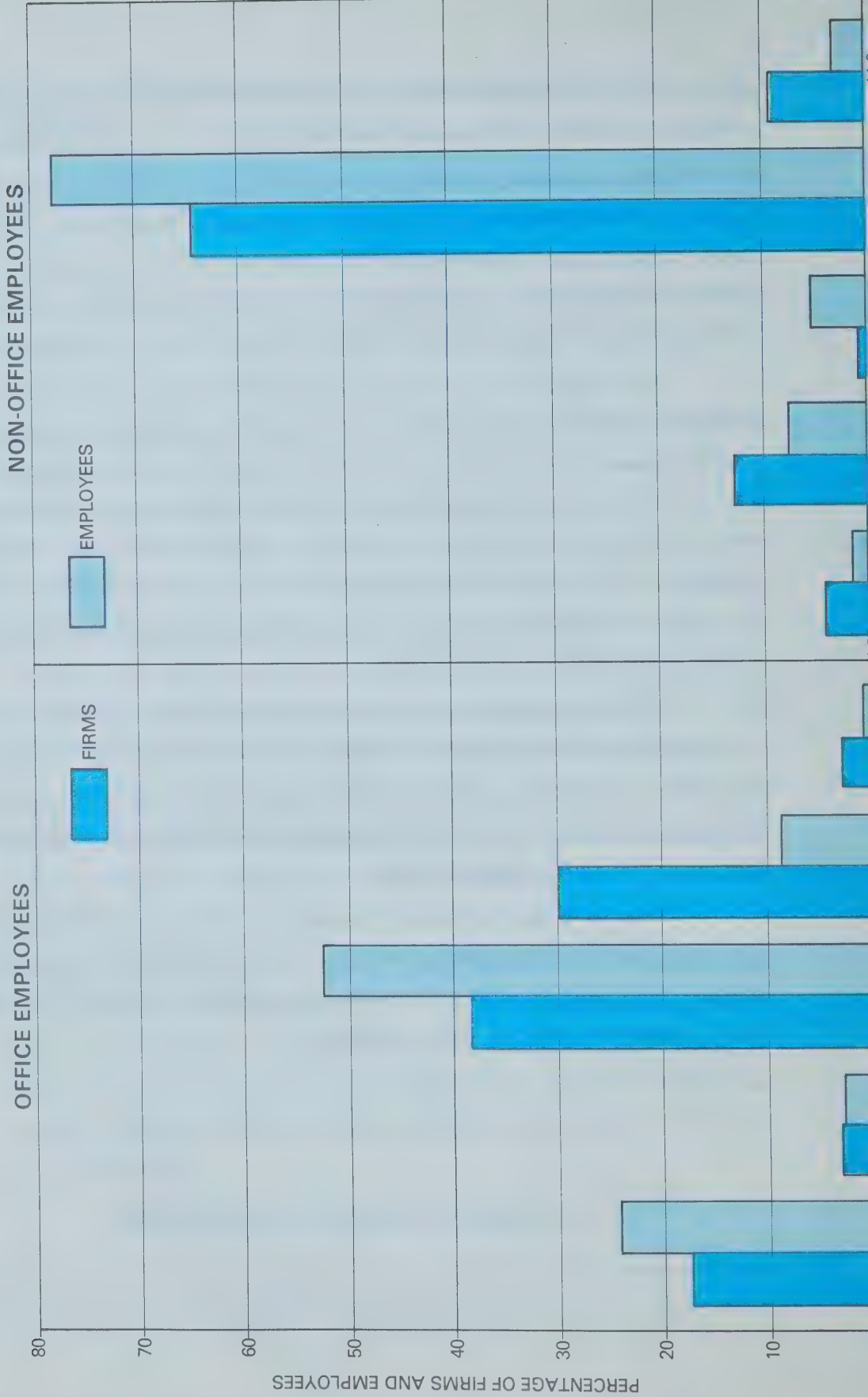
Of the total 932 firms reporting for the classification "Non-Office Employee": 591 reported a standard work week of 40.0 hours, 118 reported a work week of 37.5 hours, and 56 reported a work week of 44 hours. The number of non-office employees represented are 79,500, 7,900, and 3,200, respectively. The total distribution is summarized in the chart on Page 8.

The following paragraph presents the number of paid holidays offered by firms to office and non-office employees. For office employees, 485 firms (30,000 employees) allowed 10 paid holidays, 162 firms (10,700 employees) allowed 10.5 paid holidays and 137 firms (9,500 employees) allowed 11 paid holidays. For non-office staff, 400 firms (60,000 employees) allowed 10 paid holidays, 93 firms (6,000 employees) allowed 10.5 paid holidays and 103 firms (13,800 employees) allowed 11 paid holidays. The total distribution is shown in the Chart appearing on Page 9.

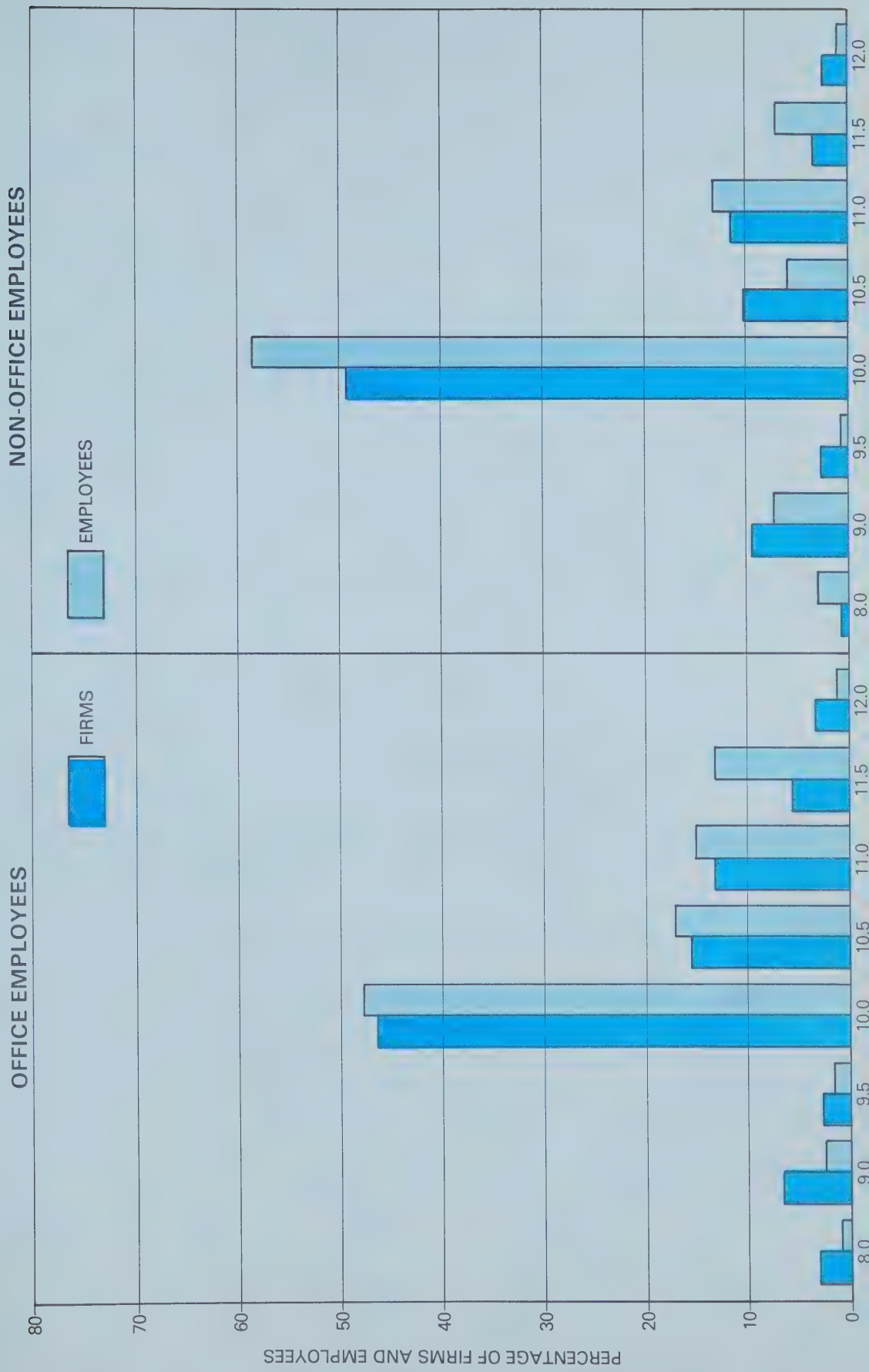
The 1974 proportion of employees covered by fringe benefit plans for which the employer paid more than 50 per cent of the premium was larger than the 1973 equivalent. The fringe benefit plans included are: Private Group Pension Plans, Group Life Insurance Plans, Optional or Supplementary Health-Service, and Basic Health Plans.

The 1974 Survey also revealed an increase of 34 per cent over the previous year in the number of firms offering group dental care insurance plans. This year 16,400 employees were represented by firms reporting the plan, compared with 11,300 in 1973.

PROPORTION OF FIRMS REPORTING, AND OF EMPLOYEES COVERED BY, SELECTED STANDARD WORK WEEKS IN HOURS — 1974



PROPORTION OF FIRMS OFFERING, AND EMPLOYEES COVERED BY NUMBER OF PAID STATUTORY OR PUBLIC HOLIDAYS — 1974



SURVEY COVERAGE

TABLE 1 NUMBER OF FIRMS AND NUMBER OF
EMPLOYEES COVERED BY THE SURVEY

Firm Size	1 - 39 Employees in Firms		40 - 99 Employees in Firms		100 - 399 Employees in Firms		400 + Employees in Firms		All Firm Sizes	
Firm-Type	Number of Firms	All Employees on Staff	Number of Firms	All Employees on Staff	Number of Firms	All Employees on Staff	Number of Firms	All Employees on Staff	Number of Firms	All Employees on Staff
Construction Firms	43	529	19	1,247	18	2,940	2	884	82	5,600
Manufacturing Firms	81	1,729	56	3,619	64	12,084	17	13,172	218	30,604
Oil Firms	44	820	20	1,256	29	6,502	16	12,402	109	20,980
Public Service	31	622	13	1,158	10	5,259	16	38,281	70	45,320
Department Stores	16	378	8	485	6	1,457	6	4,272	36	6,592
Wholesale Firms	97	1,649	29	1,909	14	2,217	0	0	140	5,775
Automotive Firms	25	462	23	1,418	7	867	0	0	55	2,747
Financial Firms	73	1,232	33	1,768	8	1,674	7	4,581	121	9,255
Retail Firms	80	1,203	35	2,302	28	5,008	6	4,905	149	13,418
Institutions	28	549	31	1,867	29	5,572	13	17,372	101	25,360
All Firm-Types	518	9,173	267	17,029	213	43,580	83	95,869	1,081	165,651

DISTRIBUTION BY INDUSTRY OF FIRMS AND
EMPLOYEES REPORTED

OFFICE EMPLOYEES

NON-OFFICE EMPLOYEES

FIRM-TYPE	Firms Reporting Office Employees		Office Employees in Reporting Firms		FIRM-TYPE	Firms Reporting Non-Office Employees		Non-Office Employees in Reporting Firms	
	Total Number	Per Cent of Summary	Total Number	Per Cent of Summary		Total Number	Per Cent of Summary	Total Number	Per Cent of Summary
Summary of All Firms	1,044	100.0	62,733	100.0	Summary of All Firms	932	100.0	102,918	100.0
Construction Firms	80	7.7	1,685	2.7	Construction Firms	67	7.2	3,915	3.8
Manufacturing Firms	214	20.5	6,337	10.1	Manufacturing Firms	214	23.0	24,267	23.6
Oil Firms	108	10.3	13,683	21.8	Oil Firms	89	9.5	7,297	7.1
Public Service	69	6.6	18,843	30.0	Public Service	67	7.2	26,477	25.7
Department Stores	34	3.3	1,502	2.4	Department Stores	35	3.8	5,090	4.9
Wholesale Firms	136	13.0	2,114	3.4	Wholesale Firms	136	14.6	3,661	3.6
Automotive Firms	52	5.0	713	1.1	Automotive Firms	54	5.8	2,034	2.0
Financial Firms	119	11.4	8,381	13.4	Financial Firms	36	3.9	874	0.8
Retail Firms	134	12.8	2,879	4.6	Retail Firms	140	15.0	10,539	10.2
Institutions	98	9.4	6,596	10.5	Institutions	94	10.1	18,764	18.2

Working Conditions And Fringe Benefit Plans Data

SUMMARY OF ALL FIRMS

Office And Non-Office Employees

SUMMARY OF ALL FIRMS - OFFICE EMPLOYEES

A. STANDARD WORK WEEK

DAYS WORKED PER WEEK		
Days	Firms	Employees
4.00	3	10
4.25		
4.50	3	36
5.00	986	62,294
5.25	4	44
5.50	36	308
5.75		
6.00	6	16
Other	4	18
Not Specified	2	*
TOTAL	1,044	62,733

HOURS WORKED PER WEEK		
Number of Hours	Firms	Employees
30.0		
30.1 - 31.1		
31.2	1	*
31.3 - 32.4		
32.5	2	*
32.6 - 33.6		
33.7	7	4,604
33.8 - 34.9		
35.0	185	15,023
35.1 - 36.1	4	243
36.2	36	2,015
36.3 - 37.4	14	679
37.5	403	32,814
37.6 - 38.6	6	218
38.7	9	729
38.8 - 39.9	5	95
40.0	317	5,913
40.1 - 41.1		
41.2	1	*
41.3 - 42.4	4	38
42.5	2	*
42.6 - 43.9	1	*
44.0	33	280
Other	11	28
Not Specified	3	8
TOTAL	1,044	62,733

HOURS WORKED PER DAY		
Number of Hours	Firms	Employees
5.00	2	*
5.25		
5.50		
5.75		
6.00	1	*
6.25	2	*
6.50	3	8
6.75	7	4,604
7.00	185	14,747
7.25	36	1,929
7.50	406	31,690
7.75	13	824
8.00	345	6,200
8.25	2	*
8.50	3	15
8.75		
9.00	2	*
Other	27	888
Not Specified	10	1,678
TOTAL	1,044	62,733

B. VACATION-WITH-PAY

Qualifying Length of Employment in years	LENGTH OF VACATION											
	One Week		Two Weeks		Three Weeks		Four Weeks		Five Weeks		Six Weeks	
	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees
less than 0.5	46	2,846	4	164								
0.5	303	13,182	10	536								
0.6 to 0.9	13	1,745	29	2,558								
1	14	643	842	36,061	100	17,010						
2	2	*	10	564	33	2,863	3	31				
3			3	128	131	18,615	2	*				
4			1	*	31	1,951	2	*				
5			2	*	425	13,080	22	693				
6					40	1,605	3	48				
7			2	*	21	321	1	*				
8					24	707	9	883				
9					1	*	1	*				
10			1	*	72	903	211	22,428	5	284	1	*
11					1	*	11	2,220	2	*		
12					1	*	48	2,774	1	*		
13					1	*	10	218	1	*		
14							6	723				
15					8	52	217	19,673	18	745		
16							13	592				
17							6	226				
18							15	476	2	*		
19							2	*	2	*		
20					1	*	79	2,148	125	17,546	10	407
21									1	*		
22									5	114		
23									6	819		
24					1	*			7	560		
25					2	*	11	366	104	11,611	9	306
Other			6	1,620					21	6,710	21	905
TOTAL	378	*	910	41,762	893	57,158	672	54,058	300	38,887	41	*

SUMMARY OF ALL FIRMS - OFFICE EMPLOYEES

C. PAID STATUTORY OR PUBLIC HOLIDAY POLICIES

Number of Paid Holidays Allowed	Firms	Employees
Days Specified		
5.0	1	*
5.5		
6.0		
6.5		
7.0	7	33
7.5		
8.0	32	548
8.5	3	31
9.0	69	1,568
9.5	28	856
10.0	485	30,002
10.5	162	10,745
11.0	137	9,479
11.5	61	8,338
12.0	36	619
12.5	3	359
13.0	2	*
Other	4	71
Days Allowed but Not Specified	3	25
Other Arrangements	1	*
Paid Holidays - Total	1,034	62,682
No Paid Holidays - Total	5	23
Not Specified - Total	5	28
TOTAL	1,044	62,733

Most Frequent Paid Holidays Allowed	Firms	Employees
New Year's Day	1,030	62,655
Good Friday	1,026	62,507
Easter Monday	201	16,450
Victoria Day	1,024	62,540
Dominion Day	1,026	62,586
Citizen's Day (Fair Week)		
full day	100	2,432
half day	270	20,445
Civic Holiday	940	61,338
Labour Day	1,026	62,622
Thanksgiving Day	1,022	62,590
Remembrance Day	873	55,526
Christmas Day	1,030	62,655
Boxing Day	983	61,685

D. FREQUENCY OF PAY PERIODS

Pay Period	Firms	Employees
Weekly	88	2,074
Bi-Weekly (26 pay periods per year)	273	26,341
Semi-monthly (24 pay periods per year)	318	15,941
Monthly (Including firms reporting advances)	333	16,793
Others (Including firms reporting more than one arrangement)	11	1,372
Not Specified	21	212
TOTAL	1,044	62,733

SUMMARY OF ALL FIRMS - OFFICE EMPLOYEES

E. FRINGE BENEFIT PLANS

1. SECURITY AND HEALTH PLANS

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	PRIVATE GROUP PENSION PLAN (NOT CANADA PENSION PLAN)			SAVINGS PLAN NOT FOR PENSION OR RETIREMENT PURPOSES			BASIC HEALTH SERVICES AND BENEFITS PLAN (GOVERNMENT)			OPTIONAL/SUPPLEMENTARY HEALTH SERVICES INSURANCE PLANS						GROUP DENTAL CARE INSURANCE PLAN	
	Firms Reporting		Employees	Firms Reporting		Employees	Firms Reporting		Employees	Firms Reporting		Employees	Firms Reporting		Employees	Firms Reporting	Employees
0	27	1,694	3,285	55	6,700	214	159	11,663	20	982	11	89					
0.1-24.9	23	4,771	133	6	93	8	3	10	12	1,343	1	*					
25.0-49.9	32	802	5,283	36	2,342	30	17	783	12	6,036	59	1,343					
50	295	18,980	5,433	23	34,452	395	204	17,032	122	6,036	59	1,343					
50.1-74.9	91	13,441	679	5	5,245	44	20	2,733	30	1,493	11	209					
75.0-99.9	27	1,538	2,344	12	2,344	32	12	945	17	1,371	8	398					
100	97	6,901	155	6	3,905	148	71	2,690	170	11,749	44	1,803					
Plan Available -																	
% Data Not Specified	129	10,570	2,579	21	2,576	46	29	264	17	2,418	8	245					
Total Specifying Plan Available	721	58,697	17,547	152	57,657	917	514	36,140	388	25,392	142	*					

2. GROUP LIFE AND OTHER INSURANCE

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	GROUP LIFE INSURANCE			WEEKLY/MONTHLY INDEMNITY (GROUP INSURANCE)			LONG-TERM DISABILITY (GROUP INSURANCE)			GROUP AUTOMOBILE INSURANCE			GROUP SURVIVOR INCOME BENEFIT INSURANCE PLAN		
	Firms Reporting		Employees	Firms Reporting		Employees	Firms Reporting		Employees	Firms Reporting		Employees	Firms Reporting		Employees
0	77	11,958	49	4,921	117	11,649	23	2,310	18	1,972					
0.1-24.9	2	*	1	*	1	*	2	*	7	6,144					
25.0-49.9	35	1,408	5	412	6	159	1	*	3	546					
50	291	14,609	128	2,515	160	11,492	1	*	26	1,229					
50.1-74.9	65	7,347	24	4,780	32	913	11	135	5	479					
75.0-99.9	38	1,862	17	456	16	729	11	135	3	213					
100	257	12,423	153	14,066	186	11,617	3	41	59	3,814					
Plan Available -															
% Data Not Specified	67	11,292	29	3,241	42	6,919	3	41	25	6,214					
Total Specifying Plan Available	832	*	406	*	560	*	40	2,501	146	20,611					

SUMMARY OF ALL FIRMS - NON-OFFICE EMPLOYEES

A. STANDARD WORK WEEK

DAYS WORKED PER WEEK		
Days	Firms	Employees
4.00	5	914
4.50	1	*
4.75	1	*
5.00	805	96,386
5.25	2	*
5.50	77	2,868
5.75		
6.00	18	1,021
Other	5	682
Not Specified	17	424
TOTAL	932	102,918

HOURS WORKED PER WEEK		
Number of Hours	Firms	Employees
30.0		
30.1 - 31.1		
31.2		
31.3 - 32.4		
32.5	1	*
32.6 - 33.6	1	*
33.7		
33.8 - 34.9		
35.0	40	1,529
35.1 - 36.1	6	897
36.2	5	315
36.3 - 37.4	9	952
37.5	118	7,915
37.6 - 38.6	7	914
38.7	6	4,037
38.8 - 39.9	1	*
40.0	591	79,469
40.1 - 41.1	2	*
41.2	1	*
41.3 - 42.4	10	1,417
42.5	5	268
42.6 - 43.9	2	*
44.0	86	3,211
Other	20	1,060
Not Specified	21	445
TOTAL	932	102,918

HOURS WORKED PER DAY		
Number of Hours	Firms	Employees
5.00	1	*
5.25		
5.50		
5.75		
6.00		
6.25		
6.50	1	*
6.75		
7.00	44	1,869
7.25	8	592
7.50	124	8,261
7.75	12	4,281
8.00	667	83,551
8.25	3	396
8.50	11	442
8.75		
9.00	13	1,418
Other	27	1,353
Not Specified	21	445
TOTAL	932	102,918

B. VACATION-WITH-PAY

Qualifying Length of Employment in years	LENGTH OF VACATION											
	One Week		Two Weeks		Three Weeks		Four Weeks		Five Weeks		Six Weeks	
	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees
less than 0.5	35	3,849	2	*								
0.5	253	15,415	7	133								
0.6 to 0.9	6	270	20	3,307								
1	18	1,425	734	64,737	72	17,770						
2			13	555	19	1,790						
3			3	1,080	92	9,532	1	*				
4			2	*	33	12,565	2	*				
5			2	*	353	29,718	14	999				
6					36	5,301	5	290	1	*		
7					25	1,781	3	454				
8			1	*	23	2,034	9	3,128				
9			1	*	1	*	1	*				
10			1	*	73	2,076	147	18,554	4	177		
11							14	1,402	1	*		
12					2	*	43	6,976				
13			1	*	1	*	10	820				
14							9	1,092				
15					12	351	157	21,402	15	1,711		
16							13	2,456				
17							7	610				
18							27	10,204	2	*		
19							2	*	4	764	2	*
20					1	*	72	3,335	97	13,984	10	1,351
21									2	*		
22									4	852		
23									5	1,651		
24					1	*			7	1,293		
25					2	*	13	906	78	14,297	9	1,444
Other					1	*			18	9,109	17	1,843
TOTAL	312	20,959	787	70,484	747	83,300	549	74,919	238	46,494	38	*

SUMMARY OF ALL FIRMS - NON-OFFICE EMPLOYEES

C. PAID STATUTORY OR PUBLIC HOLIDAY POLICIES

Number of Paid Holidays Allowed	Firms	Employees
Days Specified		
5.0		
5.5		
6.0		
6.5		
7.0	12	438
7.5		
8.0	50	3,196
8.5	3	43
9.0	90	7,680
9.5	24	523
10.0	460	60,251
10.5	93	5,954
11.0	103	13,838
11.5	30	7,643
12.0	22	883
12.5	3	317
13.0	2	*
Other	2	*
Days Allowed but Not Specified	3	37
Other Arrangements	1	*
Paid Holidays - Total	898	101,325
No Paid Holidays - Total	14	610
Not Specified - Total	20	983
TOTAL	932	102,918

Most Frequent Paid Holidays Allowed	Firms	Employees
New Year's Day	893	100,684
Good Friday	889	100,176
Easter Monday	155	22,515
Victoria Day	888	99,926
Dominion Day	890	99,955
Citizen's Day (Fair Week)		
full day	67	2,619
half day	158	14,671
Civic Holiday	766	92,361
Labour Day	893	100,684
Thanksgiving Day	886	100,003
Remembrance Day	751	90,115
Christmas Day	893	100,292
Boxing Day	820	95,125

D. FREQUENCY OF PAY PERIODS

Pay Period	Firms	Employees
Weekly	151	14,261
Bi-Weekly (26 pay periods per year)	340	59,693
Semi-monthly (24 pay periods per year)	183	11,768
Monthly (Including firms reporting advances)	205	13,462
Others (Including firms reporting more than one arrangement)	21	2,645
Not Specified	32	1,089
TOTAL	932	102,918

SUMMARY OF ALL FIRMS - NON-OFFICE EMPLOYEES

E. FRINGE BENEFIT PLANS

1. SECURITY AND HEALTH PLANS

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	PRIVATE GROUP PENSION PLAN (NOT CANADA PENSION PLAN)		SAVINGS PLAN NOT FOR PENSION OR RETIREMENT PURPOSES		BASIC HEALTH SERVICES AND BENEFITS PLAN (GOVERNMENT)		OPTIONAL/SUPPLEMENTARY HEALTH SERVICES INSURANCE PLANS ALBERTA BLUE CROSS OTHER PRIVATE CARRIER				GROUP DENTAL CARE INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	16	2,908	50	8,054	184	13,499	137	24,903	11	369	9	762
0.1-24.9	18	7,673	4	226	5	5,891	3	35				*
25.0-49.9	26	1,129	24	2,328	24	1,441	16	1,468	13	644	1	
50	232	32,421	16	1,484	322	40,258	174	24,909	100	6,552	48	3,224
50.1-74.9	67	17,749	3	195	38	10,543	20	7,925	27	2,873	15	1,546
75.0-99.9	16	815			24	4,482	12	2,106	15	2,695	5	
100	111	8,025	4	44	129	10,726	56	3,825	123	9,029	36	3,343
Plan Available - % Data Not Specified	74	11,369	15	3,549	42	6,028	20	2,888	9	702	7	2,696
Total Specifying Plan Available	560	82,089	116	15,880	768	92,868	438	68,059	298	22,864	121	*

2. GROUP LIFE AND OTHER INSURANCE

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	GROUP LIFE INSURANCE		WEEKLY/MONTHLY INDEMNITY (GROUP INSURANCE)		LONG-TERM DISABILITY (GROUP INSURANCE)		GROUP AUTOMOBILE INSURANCE		GROUP SURVIVOR INCOME BENEFIT INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	55	12,647	34	8,853	78	11,161	13	2,141	11	715
0.1-24.9	2	*	1	*	1	167			7	8,076
25.0-49.9	33	1,892	6	822	5	167			2	*
50	241	27,350	114	8,352	118	16,799	2	*	18	917
50.1-74.9	57	11,899	37	4,326	24	2,011			3	319
75.0-99.9	36	4,785	23	3,102	11	627			2	*
100	199	15,988	145	15,997	134	12,367	8	339	49	2,936
Plan Available - % Data Not Specified	47	6,070	19	3,312	32	6,719	2	*	12	3,782
Total Specifying Plan Available	670	*	379	*	403	*	25	2,609	104	17,162

Alberta Bureau of Statistics 1974

Working Conditions And Fringe Benefit Plans Data

BY TYPE OF FIRM

Office And Non-Office Employees

CONSTRUCTION FIRMS - OFFICE EMPLOYEES

A. STANDARD WORK WEEK

DAYS WORKED PER WEEK		
Days	Firms	Employees
4.00		
4.25		
4.50		
5.00	73	1,629
5.25		
5.50	5	53
5.75		
6.00		
Other	1	*
Not Specified	1	*
TOTAL	80	1,685

HOURS WORKED PER WEEK		
Number of Hours	Firms	Employees
30.0		
30.1 - 31.1		
31.2		
31.3 - 32.4		
32.5		
32.6 - 33.6		
33.7		
33.8 - 34.9		
35.0	9	134
35.1 - 36.1		
36.2	1	*
36.3 - 37.4		
37.5	42	1,027
37.6 - 38.6		
38.7		
38.8 - 39.9		
40.0	19	452
40.1 - 41.1		
41.2		
41.3 - 42.4		
42.5		
42.6 - 43.9		
44.0	6	56
Other	2	*
Not Specified	1	*
TOTAL	80	1,685

HOURS WORKED PER DAY		
Number of Hours	Firms	Employees
5.00		
5.25		
5.50		
5.75		
6.00		
6.25		
6.50		
6.75		
7.00	8	132
7.25	1	*
7.50	42	1,027
7.75		
8.00	23	501
8.25		
8.50	1	*
8.75		
9.00		
Other	4	8
Not Specified	1	*
TOTAL	80	1,685

B. VACATION-WITH-PAY

Qualifying Length of Employment in years	LENGTH OF VACATION											
	One Week		Two Weeks		Three Weeks		Four Weeks		Five Weeks		Six Weeks	
	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees
less than 0.5	1	*										
0.5	22	503										
0.6 to 0.9												
1	1	*	66	1,618	4	40						
2					4	41						
3					3	39						
4					2	*						
5					38	1,142	2	*				
6					2	*						
7												
8												
9												
10					1	*	4	75	1	*		
11												
12							2	*		*		
13									1			
14												
15							12	457				
16												
17												
18												
19												
20							5	337			1	*
21												
22									1	*		
23												
24					1	*						
25							1	*				
Other			1	*					1	*		
TOTAL	24	515	67	1,624	55	1,567	26	1,152	4	*	1	*

CONSTRUCTION FIRMS - OFFICE EMPLOYEES

C. PAID STATUTORY OR PUBLIC HOLIDAY POLICIES

Number of Paid Holidays Allowed	Firms	Employees
Days Specified		
5.0	1	*
5.5		
6.0		
6.5		
7.0		
7.5		
8.0	3	245
8.5		
9.0	5	184
9.5	4	236
10.0	20	315
10.5	26	516
11.0	9	108
11.5	6	57
12.0	2	*
12.5		
13.0		
Other		
Days Allowed but Not Specified		
Other Arrangements		
Paid Holidays - Total	76	1,678
No Paid Holidays - Total	3	6
Not Specified - Total	1	*
TOTAL	80	1,685

Most Frequent Paid Holidays Allowed	Firms	Employees
New Year's Day	76	1,678
Good Friday	76	1,678
Easter Monday	13	132
Victoria Day	76	1,678
Dominion Day	75	1,650
Citizen's Day (Fair Week)		
full day	11	374
half day	36	807
Civic Holiday	68	1,412
Labour Day	75	1,676
Thanksgiving Day	75	1,676
Remembrance Day	62	950
Christmas Day	76	1,678
Boxing Day	71	1,409

D. FREQUENCY OF PAY PERIODS

Pay Period	Firms	Employees
Weekly	5	265
Bi-Weekly (26 pay periods per year)	18	154
Semi-monthly (24 pay periods per year)	25	522
Monthly (Including firms reporting advances)	29	739
Others (Including firms reporting more than one arrangement)		
Not Specified	3	5
TOTAL	80	1,685

CONSTRUCTION FIRMS - OFFICE EMPLOYEES

E. FRINGE BENEFIT PLANS

1. SECURITY AND HEALTH PLANS

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	PRIVATE GROUP PENSION PLAN (NOT CANADA PENSION PLAN)		SAVINGS PLAN NOT FOR PENSION OR RETIREMENT PURPOSES		BASIC HEALTH SERVICES AND BENEFITS PLAN (GOVERNMENT)		OPTIONAL/SUPPLEMENTARY HEALTH SERVICES INSURANCE PLANS OTHER PRIVATE CARRIER				GROUP DENTAL CARE INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	2	*	1	*	22	551	8	137	2	*		
0.1-24.9	4	245	1	*	1	*	3	7			6	77
25.0-49.9	20	643	1	*	2	*	15	211	8	126	3	39
50	3	67			25	466			2	*		
50.1-74.9	1	*			1	*						
75.0-99.9	3	41			10	293	7	161	12	543	4	152
100												
Plan Available - % Data Not Specified	4	152			2	*	4	16			2	*
Total Specifying Plan Available	37	1,187	3	*	63	1,355	37	532	24	946	15	*

2. GROUP LIFE AND OTHER INSURANCE

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	GROUP LIFE INSURANCE		WEEKLY/MONTHLY INDEMNITY (GROUP INSURANCE)		LONG-TERM DISABILITY (GROUP INSURANCE)		GROUP AUTOMOBILE INSURANCE		GROUP SURVIVOR INCOME BENEFIT INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	3	144	4	180	6	233	1	*		
0.1-24.9	4	100			1	*				
25.0-49.9	26	456	11	235	16	623			2	*
50	3	39	1	*	3	39				
50.1-74.9			1	*	1	*				
75.0-99.9	16	482	9	198	13	304	1	*	2	*
100										
Plan Available - % Data Not Specified	2	*	1	*			1	*		
Total Specifying Plan Available	54	*	27	638	40	1,201	3	*	4	*

CONSTRUCTION FIRMS - NON-OFFICE EMPLOYEES

A. STANDARD WORK WEEK

DAYS WORKED PER WEEK		
Days	Firms	Employees
4.00	1	*
4.25		
4.50		
5.00	54	3,131
5.25		
5.50	6	128
5.75		
6.00	4	557
Other Not Specified	2	*
TOTAL	67	3,915

HOURS WORKED PER WEEK		
Number of Hours	Firms	Employees
30.0		
30.1 - 31.1		
31.2		
31.3 - 32.4		
32.5		
32.6 - 33.6		
33.7		
33.8 - 34.9		
35.0	4	172
35.1 - 36.1	1	*
36.2		
36.3 - 37.4		
37.5	17	486
37.6 - 38.6		
38.7		
38.8 - 39.9		
40.0	26	2,189
40.1 - 41.1		
41.2		
41.3 - 42.4	1	*
42.5		
42.6 - 43.9		
44.0	12	707
Other	4	111
Not Specified	2	*
TOTAL	67	3,915

HOURS WORKED PER DAY		
Number of Hours	Firms	Employees
5.00		
5.25		
5.50		
5.75		
6.00		
6.25		
6.50		
6.75		
7.00	5	323
7.25	1	*
7.50	17	486
7.75		
8.00	29	2,214
8.25		
8.50	2	*
8.75		
9.00	6	640
Other	5	93
Not Specified	2	*
TOTAL	67	3,915

B. VACATION-WITH-PAY

Qualifying Length of Employment in years	LENGTH OF VACATION											
	One Week		Two Weeks		Three Weeks		Four Weeks		Five Weeks		Six Weeks	
	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees
less than 0.5	2	*										
0.5	13	529	1	*								
0.6 to 0.9												
1	1	*	39	1,489	5	569						
2					1	*						
3					1	*						
4												
5					23	739	1	*				
6												
7												
8			1	*								
9												
10							3	54	1	*		
11												
12					1	*	2	*				
13												
14							5	160				
15												
16												
17												
18												
19												
20							3	381			1	*
21												
22									1	*		
23												
24					1	*						
25												
Other												
TOTAL	16	584	41	1,520	32	1,497	14	787	2	*	1	*

CONSTRUCTION FIRMS - NON-OFFICE EMPLOYEES

C. PAID STATUTORY OR PUBLIC HOLIDAY POLICIES

Number of Paid Holidays Allowed	Firms	Employees
Days Specified		
5.0		
5.5		
6.0		
6.5		
7.0	1	*
7.5		
8.0	7	162
8.5		
9.0	7	523
9.5	2	*
10.0	17	2,057
10.5	13	402
11.0	7	112
11.5	3	73
12.0	2	*
12.5		
13.0		
Other		
Days Allowed but Not Specified		
Other Arrangements	1	*
Paid Holidays - Total	60	3,740
No Paid Holidays - Total	5	119
Not Specified - Total	2	*
TOTAL	67	3,915

Most Frequent Paid Holidays Allowed	Firms	Employees
New Year's Day	59	3,562
Good Friday	59	3,562
Easter Monday	12	471
Victoria Day	59	3,562
Dominion Day	59	3,562
Citizen's Day (Fair Week)		
full day	7	162
half day	20	739
Civic Holiday	45	2,966
Labour Day	59	3,562
Thanksgiving Day	58	3,473
Remembrance Day	47	2,831
Christmas Day	59	3,562
Boxing Day	52	3,284

D. FREQUENCY OF PAY PERIODS

Pay Period	Firms	Employees
Weekly	4	295
Bi-Weekly (26 pay periods per year)	32	2,893
Semi-monthly (24 pay periods per year)	12	172
Monthly (Including firms reporting advances)	16	509
Others (Including firms reporting more than one arrangement)	1	*
Not Specified	2	*
TOTAL	67	3,915

CONSTRUCTION FIRMS - NON-OFFICE EMPLOYEES

E. FRINGE BENEFIT PLANS

1. SECURITY AND HEALTH PLANS

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	PRIVATE GROUP PENSION PLAN (NOT CANADA PENSION PLAN)		SAVINGS PLAN NOT FOR PENSION OR RETIREMENT PURPOSES		BASIC HEALTH SERVICES AND BENEFITS PLAN (GOVERNMENT)		OPTIONAL/SUPPLEMENTARY HEALTH SERVICES INSURANCE PLANS			GROUP DENTAL CARE INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting
0	1	*			23	1,927	6	216			
0.1-24.9	1	*	1	*	2	*	3	33			
25.0-49.9	13	783			15	768	9	363	6	174	3
50					1	*			2	*	3
50.1-74.9	1	*									
75.0-99.9	1	*			6	326	5	349	5	324	5
100	2	*									
Plan Available - % Data Not Specified	1	*			1	*	1	*			1
Total Specifying Plan Available	20	1,306	1	*	48	3,169	24	*	13	*	12

2. GROUP LIFE AND OTHER INSURANCE

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	GROUP LIFE INSURANCE		WEEKLY/MONTHLY INDEMNITY (GROUP INSURANCE)		LONG-TERM DISABILITY (GROUP INSURANCE)		GROUP AUTOMOBILE INSURANCE		GROUP SURVIVOR INCOME BENEFIT INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	2	*	3	113	6	241	1	*		
0.1-24.9	3	38	5	352	1	*				*
25.0-49.9	15	723			6	361			1	
50			1	*	3	125				
50.1-74.9	2	*	1	*	1	*				
75.0-99.9					9	658	1	*	3	229
100	10	555	7	542						
Plan Available - % Data Not Specified			1	*	1	*				
Total Specifying Plan Available	32	1,424	18	1,052	27	1,402	2	*	4	*

MANUFACTURING FIRMS - OFFICE EMPLOYEES

A. STANDARD WORK WEEK

DAYS WORKED PER WEEK		
Days	Firms	Employees
4.00	2	*
4.25		
4.50		
5.00	203	6,291
5.25		
5.50	7	29
5.75		
6.00		
Other Not Specified	2	*
TOTAL	214	6,337

HOURS WORKED PER WEEK		
Number of Hours	Firms	Employees
30.0		
30.1 - 31.1		
31.2		
31.3 - 32.4		
32.5	1	*
32.6 - 33.6		
33.7		
33.8 - 34.9		
35.0	30	1,268
35.1 - 36.1	1	*
36.2	4	53
36.3 - 37.4	6	362
37.5	93	3,355
37.6 - 38.6	2	*
38.7	4	217
38.8 - 39.9		
40.0	62	1,014
40.1 - 41.1		
41.2		
41.3 - 42.4	1	*
42.5		
42.6 - 43.9		
44.0	8	32
Other Not Specified	2	*
TOTAL	214	6,337

HOURS WORKED PER DAY		
Number of Hours	Firms	Employees
5.00		
5.25		
5.50		
5.75		
6.00		
6.25	1	*
6.50	2	*
6.75		
7.00	31	1,276
7.25	5	65
7.50	98	3,461
7.75	4	217
8.00	66	1,016
8.25	1	*
8.50		
8.75		
9.00	1	*
Other Not Specified	5	281
TOTAL	214	6,337

B. VACATION-WITH-PAY

Qualifying Length of Employment in years	LENGTH OF VACATION											
	One Week		Two Weeks		Three Weeks		Four Weeks		Five Weeks		Six Weeks	
	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees
less than 0.5	6	693	1	*								
0.5	57	1, 217	3	482								
0.6 to 0.9	3	64	6	822								
1	3	167	189	4, 489	5	770						
2	1	*	1	*	1	*						
3			2	*	18	569						
4			1	*	9	775						
5			1	*	99	2, 751	1	*				
6					22	814						
7			1	*	9	125	1	*				
8					8	175	1	*				
9					1	*						
10			1	*	10	69	37	1, 669			1	*
11							2	*				
12					1	*	16	891				
13					1	*	4	109				
14							2	*				
15					2	*	46	1, 485	6	96		
16							3	164				
17							4	210				
18							7	433	1	*		
19												
20							18	372	29	1, 226	5	92
21									1	*		
22									3	30		
23									3	585		
24									2	*		
25					2	*	4	36	28	2, 023	2	*
Other									4	130	12	847
TOTAL	70	*	206	6, 164	188	6, 090	146	5, 514	77	4, 164	20	994

MANUFACTURING FIRMS - OFFICE EMPLOYEES

C. PAID STATUTORY OR PUBLIC HOLIDAY POLICIES

Number of Paid Holidays Allowed	Firms	Employees
Days Specified		
5.0		
5.5		
6.0		
6.5		
7.0	3	10
7.5		
8.0	7	28
8.5	1	*
9.0	23	970
9.5	3	23
10.0	114	3,618
10.5	20	506
11.0	32	745
11.5	4	262
12.0	4	139
12.5		
13.0		
Other	1	*
Days Allowed but Not Specified	1	*
Other Arrangements	1	*
Paid Holidays - Total	214	6,337
No Paid Holidays - Total		
Not Specified - Total		
TOTAL	214	6,337

Most Frequent Paid Holidays Allowed	Firms	Employees
New Year's Day	212	6,333
Good Friday	212	6,333
Easter Monday	29	482
Victoria Day	210	6,274
Dominion Day	212	6,328
Citizen's Day (Fair Week)		
full day	22	471
half day	30	787
Civic Holiday	186	5,994
Labour Day	211	6,307
Thanksgiving Day	213	6,335
Remembrance Day	174	5,135
Christmas Day	212	6,333
Boxing Day	204	6,281

D. FREQUENCY OF PAY PERIODS

Pay Period	Firms	Employees
Weekly	28	854
Bi-Weekly (26 pay periods per year)	60	1,230
Semi-monthly (24 pay periods per year)	68	2,612
Monthly (Including firms reporting advances)	47	1,470
Others (Including firms reporting more than one arrangement)	2	*
Not Specified	9	102
TOTAL	214	6,337

MANUFACTURING FIRMS - OFFICE EMPLOYEES

E. FRINGE BENEFIT PLANS

1. SECURITY AND HEALTH PLANS

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	PRIVATE GROUP PENSION PLAN (NOT CANADA PENSION PLAN)		SAVINGS PLAN NOT FOR PENSION OR RETIREMENT PURPOSES		BASIC HEALTH SERVICES AND BENEFITS PLAN (GOVERNMENT)		OPTIONAL/SUPPLEMENTARY HEALTH SERVICES INSURANCE PLANS				GROUP DENTAL CARE INSURANCE PLAN	
	PRIVATE GROUP PENSION PLAN (NOT CANADA PENSION PLAN)		SAVINGS PLAN NOT FOR PENSION OR RETIREMENT PURPOSES		BASIC HEALTH SERVICES AND BENEFITS PLAN (GOVERNMENT)		OPTIONAL/SUPPLEMENTARY HEALTH SERVICES INSURANCE PLANS				GROUP DENTAL CARE INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	3	190	8	211	29	830	23	580	2	*	1	*
0.1-24.9	3	61	1	*	2	32	1	*	1	*	1	*
25.0-49.9	8	182	1	*	3	1,733	28	926	37	1,078	27	775
50	75	3,119	2	*	78	569	7	304	8	472	1	*
50.1-74.9	7	459	1	*	12	1,045	7	711	4	314	5	343
75.0-99.9	3	143	1	*	12	1,671	22	438	33	1,119	11	242
100	25	794	1	*	51	191	5	29	1	*	2	*
Plan Available - % Data Not Specified	19	780	3	517	5	*	94	3,012	86	3,171	47	1,453
Total Specifying Plan Available	143	5,728	17	986	192	*	94	3,012	86	3,171	47	1,453

2. GROUP LIFE AND OTHER INSURANCE

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	GROUP LIFE INSURANCE		WEEKLY/MONTHLY INDEMNITY (GROUP INSURANCE)		LONG-TERM DISABILITY (GROUP INSURANCE)		GROUP AUTOMOBILE INSURANCE		GROUP SURVIVOR INCOME BENEFIT INSURANCE PLAN	
	GROUP LIFE INSURANCE		WEEKLY/MONTHLY INDEMNITY (GROUP INSURANCE)		LONG-TERM DISABILITY (GROUP INSURANCE)		GROUP AUTOMOBILE INSURANCE		GROUP SURVIVOR INCOME BENEFIT INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	2	*	3	84	18	1,319	3	121	1	*
0.1-24.9	1	*	1	*	2	*	1	*	1	*
25.0-49.9	6	74	47	744	51	1,193	1	448	9	248
50	82	2,476	7	393	9	448		498	2	*
50.1-74.9	12	528	7	227	7	1,276	1	*	3	213
75.0-99.9	12	678	32	1,090	38	363			9	197
100	59	2,002	6	219	9	*	5	138	1	*
Plan Available - % Data Not Specified	10	366	6	219	9	*	5	138	1	*
Total Specifying Plan Available	184	6,199	103	*	134	*	5	138	26	1,296

MANUFACTURING FIRMS - NON-OFFICE EMPLOYEES

A. STANDARD WORK WEEK

DAYS WORKED PER WEEK		
Days	Firms	Employees
4.00	2	*
4.50	1	*
4.75	1	*
5.00	196	22,874
5.25		
5.50	13	613
5.75		
6.00		
Other Not Specified	1	*
TOTAL	214	24,267

HOURS WORKED PER WEEK		
Number of Hours	Firms	Employees
30.0		
30.1 - 31.1		
31.2		
31.3 - 32.4		
32.5		
32.6 - 33.6		
33.7		
33.8 - 34.9		
35.0	3	47
35.1 - 36.1	1	*
36.2	1	*
36.3 - 37.4	2	*
37.5	27	1,410
37.6 - 38.6	2	*
38.7	2	*
38.8 - 39.9		
40.0	157	20,937
40.1 - 41.1		
41.2		
41.3 - 42.4	3	65
42.5	2	*
42.6 - 43.9		
44.0	13	417
Other Not Specified	1	*
TOTAL	214	24,267

HOURS WORKED PER DAY		
Number of Hours	Firms	Employees
5.00		
5.25		
5.50		
5.75		
6.00		
6.25		
6.50		
6.75		
7.00	3	47
7.25	3	398
7.50	26	1,230
7.75	4	339
8.00	168	21,767
8.25	1	*
8.50	3	156
8.75		
9.00	2	*
Other Not Specified	3	218
	1	*
TOTAL	214	24,267

B. VACATION-WITH-PAY

Qualifying Length of Employment in years	LENGTH OF VACATION											
	One Week		Two Weeks		Three Weeks		Four Weeks		Five Weeks		Six Weeks	
	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees
less than 0.5	5	1,015										
0.5	54	5,508	1	*								
0.6 to 0.9	3	167	3	945								
1	5	1,237	192	21,509	3	522						
2			3	138								
3			3	1,080	16	2,097						
4			1	*	9	2,032						
5			1	*	95	11,878	1	*				
6					21	4,679						
7					15	1,019						
8					9	786	1	*				
9					1	*						
10			1	*	11	335	27	4,195				
11							6	919				
12					1	*	15	3,153				
13			1	*	1	*	5	705				
14							5	516				
15					6	198	39	5,679	6	418		
16							4	1,881				
17							6	596				
18							9	1,272	1	*		
19												
20							17	1,494	22	3,090	5	381
21									2	*		
22									1	*		
23									3	1,554		
24									2	*		
25					2	*	4	112	27	7,790	1	*
Other									2	*	9	1,710
TOTAL	67	7,927	206	24,017	190	23,703	139	20,690	66	14,032	15	*

MANUFACTURING FIRMS - NON-OFFICE EMPLOYEES

C. PAID STATUTORY OR PUBLIC HOLIDAY POLICIES

Number of Paid Holidays Allowed	Firms	Employees
Days Specified		
5.0		
5.5		
6.0		
6.5		
7.0	3	72
7.5		
8.0	8	839
8.5	1	*
9.0	35	4,707
9.5	1	*
10.0	119	14,237
10.5	10	531
11.0	29	2,953
11.5	2	*
12.0	3	504
12.5		
13.0		
Other	1	*
Days Allowed but Not Specified	1	*
Other Arrangements		
Paid Holidays - Total	213	24,263
No Paid Holidays - Total		
Not Specified - Total	1	*
TOTAL	214	24,267

Most Frequent Paid Holidays Allowed	Firms	Employees
New Year's Day	212	23,848
Good Friday	210	23,145
Easter Monday	29	2,078
Victoria Day	208	22,641
Dominion Day	209	23,091
Citizen's Day (Fair Week)		
full day	17	1,419
half day	16	880
Civic Holiday	176	20,689
Labour Day	212	23,848
Thanksgiving Day	210	23,355
Remembrance Day	172	19,131
Christmas Day	211	23,428
Boxing Day	198	22,374

D. FREQUENCY OF PAY PERIODS

Pay Period	Firms	Employees
Weekly	62	7,660
Bi-Weekly (26 pay periods per year)	103	12,825
Semi-monthly (24 pay periods per year)	20	1,981
Monthly (Including firms reporting advances)	13	764
Others (Including firms reporting more than one arrangement)	6	568
Not Specified	10	469
TOTAL	214	24,267

E. FRINGE BENEFIT PLANS

1. SECURITY AND HEALTH PLANS

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	PRIVATE GROUP PENSION PLAN (NOT CANADA PENSION PLAN)		SAVINGS PLAN NOT FOR PENSION OR RETIREMENT PURPOSES		BASIC HEALTH SERVICES AND BENEFITS PLAN (GOVERNMENT)		OPTIONAL/SUPPLEMENTARY HEALTH SERVICES INSURANCE PLANS				GROUP DENTAL CARE INSURANCE PLAN	
							ALBERTA BLUE CROSS		OTHER PRIVATE CARRIER			
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	3	666	7	885	28	2,908	21	3,548	2	*	1	*
0.1-24.9	5	358	1	*	1	186	1	*	2	*	19	2,100
25.0-49.9	6	369	1	*	3	5,744	27	2,461	26	2,299	4	1,212
50	61	9,661	1	*	71	1,851	9	1,355	9	1,603	2	979
50.1-74.9	5	929	1	*	13	3,497	8	1,631	3	4,681	2	*
75.0-99.9	2	*	1	*	14	7,719	21	2,171	29	*	8	*
100	36	4,191	1	*	50	630	3	102	2	*	2	*
Plan Available - % Data Not Specified	13	2,877	2	*	4	*	91	11,395	73	9,951	36	4,696
Total Specifying Plan Available	31	*	13	1,873	184	*	91	11,395	73	9,951	36	4,696

2. GROUP LIFE AND OTHER INSURANCE

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	GROUP LIFE INSURANCE		WEEKLY/MONTHLY INDEMNITY (GROUP INSURANCE)		LONG-TERM DISABILITY (GROUP INSURANCE)		GROUP AUTOMOBILE INSURANCE		GROUP SURVIVOR INCOME BENEFIT INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	2	*	1	*	7	1,496			1	*
0.1-24.9	1	*	2	*	2	*			1	*
25.0-49.9	7	731	47	4,218	34	3,180			6	631
50	71	6,812	15	3,078	7	1,350			1	*
50.1-74.9	15	1,999	12	2,362	2	3,916			2	*
75.0-99.9	13	2,498	43	6,197	30	1,159			8	877
100	54	6,926	5	660	10	1,159			2	*
Plan Available - % Data Not Specified	11	1,260	125	16,727	92	11,460			21	2,583
Total Specifying Plan Available	174	20,780	125	16,727	92	11,460			21	2,583

OIL FIRMS - OFFICE EMPLOYEES

A. STANDARD WORK WEEK

DAYS WORKED PER WEEK		
Days	Firms	Employees
4.00		
4.25		
4.50	1	*
5.00	106	13,646
5.25		
5.50	1	*
5.75		
6.00		
Other Not Specified		
TOTAL	108	13,683

HOURS WORKED PER WEEK		
Number of Hours	Firms	Employees
30.0		
30.1 - 31.1		
31.2		
31.3 - 32.4		
32.5		
32.6 - 33.6		
33.7	3	714
33.8 - 34.9		
35.0	24	4,296
35.1 - 36.1	1	*
36.2	3	40
36.3 - 37.4		
37.5	61	7,825
37.6 - 38.6		
38.7		
38.8 - 39.9		
40.0	15	590
40.1 - 41.1		
41.2		
41.3 - 42.4		
42.5		
42.6 - 43.9		
44.0	1	*
Other Not Specified		
TOTAL	108	13,683

HOURS WORKED PER DAY		
Number of Hours	Firms	Employees
5.00		
5.25		
5.50		
5.75		
6.00		
6.25		
6.50		
6.75	3	714
7.00	22	3,944
7.25	3	40
7.50	62	8,158
7.75		
8.00	16	608
8.25	1	*
8.50		
8.75		
9.00		
Other Not Specified	1	*
TOTAL	108	13,683

B. VACATION-WITH-PAY

Qualifying Length of Employment in years	LENGTH OF VACATION											
	One Week		Two Weeks		Three Weeks		Four Weeks		Five Weeks		Six Weeks	
	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees
less than 0.5	3	411										
0.5	33	4,852										
0.6 to 0.9	1	*	2	*								
1			104	13,120	2	*						
2					2	*						
3					48	11,615						
4					2	*						
5					35	1,346	3	263				
6					2	*						
7					2	*						
8												
9												
10					9	124	58	11,974	1	*		
11							1	*				
12							2	*				
13												
14					1	*	18	821	3	183		
15												
16												
17												
18												
19												
20							9	116	51	11,789	1	*
21												
22												
23									2	*		
24									2	*		
25									4	58		
Other												
TOTAL	37	*	106	*	103	13,658	91	13,521	63	13,021	1	*

OIL FIRMS - OFFICE EMPLOYEES

C. PAID STATUTORY OR PUBLIC HOLIDAY POLICIES

Number of Paid Holidays Allowed	Firms	Employees
Days Specified		
5.0		
5.5		
6.0		
6.5		
7.0		
7.5		
8.0		
8.5		
9.0	5	72
9.5	3	53
10.0	63	10,465
10.5	21	2,667
11.0	8	240
11.5	4	148
12.0	4	38
12.5		
13.0		
Other		
Days Allowed but Not Specified		
Other Arrangements		
Paid Holidays - Total	108	13,683
No Paid Holidays - Total		
Not Specified - Total		
TOTAL	108	13,683

Most Frequent Paid Holidays Allowed	Firms	Employees
New Year's Day	108	13,683
Good Friday	108	13,683
Easter Monday	10	198
Victoria Day	108	13,683
Dominion Day	108	13,683
Citizen's Day (Fair Week)		
full day	12	332
half day	28	2,868
Civic Holiday	104	13,617
Labour Day	108	13,683
Thanksgiving Day	107	13,677
Remembrance Day	94	9,726
Christmas Day	108	13,683
Boxing Day	106	13,659

D. FREQUENCY OF PAY PERIODS

Pay Period	Firms	Employees
Weekly		
Bi-Weekly (26 pay periods per year)	13	1,142
Semi-monthly (24 pay periods per year)	44	5,551
Monthly (Including firms reporting advances)	49	5,824
Others (Including firms reporting more than one arrangement)	2	*
Not Specified		
TOTAL	108	13,683

OIL FIRMS - OFFICE EMPLOYEES

E. FRINGE BENEFIT PLANS

1. SECURITY AND HEALTH PLANS

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	PRIVATE GROUP PENSION PLAN (NOT CANADA PENSION PLAN)		SAVINGS PLAN NOT FOR PENSION OR RETIREMENT PURPOSES		BASIC HEALTH SERVICES AND BENEFITS PLAN (GOVERNMENT)		OPTIONAL/SUPPLEMENTARY HEALTH SERVICES INSURANCE PLANS				GROUP DENTAL CARE INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	2	*	3	18	38	2,818	4	61	6	1,219		
0.1-24.9	1	*	2	*			2	*		3,675		
25.0-49.9	2	*	24	5,112	6	1,084	8		16			
50	23	1,142	16	4,914	34	7,607		1,849				
50.1-74.9	18	4,592	4	615	12	1,809	2	*	9	777	2	*
75.0-99.9	16	1,273	1		1	*	1	*	1	*	2	*
100	26	4,327	2	*	10	315	9	682	39	4,511	9	611
Plan Available - % Data Not Specified	8	1,586	4	862					2	*		
Total Specifying Plan Available	96	13,514	55	11,648	101	*	26	2,965	73	10,688	13	664

2. GROUP LIFE AND OTHER INSURANCE

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	GROUP LIFE INSURANCE		WEEKLY/MONTHLY INDEMNITY (GROUP INSURANCE)		LONG-TERM DISABILITY (GROUP INSURANCE)		GROUP AUTOMOBILE INSURANCE		GROUP SURVIVOR INCOME BENEFIT INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	15	3,165	10	1,536	28	4,480	7	1,103	2	*
0.1-24.9	7	780	1	*					2	*
25.0-49.9	20	2,101	6	182	12	1,322			2	*
50	14	1,935	3	26	9	126			1	*
50.1-74.9	2	*			1	*				
75.0-99.9	39	3,038	30	5,592	41	5,781	5	56	22	2,943
100										
Plan Available - % Data Not Specified	8	2,633	1	*	4	1,402			1	*
Total Specifying Plan Available	105	*	51	7,675	95	*	12	1,159	28	4,364

OIL FIRMS - NON-OFFICE EMPLOYEES

A. STANDARD WORK WEEK

DAYS WORKED PER WEEK		
Days	Firms	Employees
4.00		
4.25		
4.50		
5.00	69	6,366
5.25		
5.50	13	300
5.75		
6.00	2	*
Other	3	604
Not Specified	2	*
TOTAL	89	7,297

HOURS WORKED PER WEEK		
Number of Hours	Firms	Employees
30.0		
30.1 - 31.1		
31.2		
31.3 - 32.4		
32.5		
32.6 - 33.6		
33.7		
33.8 - 34.9		
35.0	5	625
35.1 - 36.1		
36.2		
36.3 - 37.4	2	*
37.5	11	141
37.6 - 38.6		
38.7		
38.8 - 39.9		
40.0	50	4,676
40.1 - 41.1		
41.2		
41.3 - 42.4	1	*
42.5		
42.6 - 43.9		
44.0	15	334
Other	3	361
Not Specified	2	*
TOTAL	89	7,297

HOURS WORKED PER DAY		
Number of Hours	Firms	Employees
5.00		
5.25		
5.50		
5.75		
6.00		
6.25		
6.50		
6.75		
7.00	5	625
7.25		
7.50	10	82
7.75		
8.00	69	6,172
8.25		
8.50		
8.75		
9.00	1	*
Other	2	*
Not Specified	2	*
TOTAL	89	7,297

B. VACATION-WITH-PAY

Qualifying Length of Employment in years	LENGTH OF VACATION											
	One Week		Two Weeks		Three Weeks		Four Weeks		Five Weeks		Six Weeks	
	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees
less than 0.5	2	*	1	*								
0.5	28	2,045	2	*								
0.6 to 0.9												
1			81	6,375	1	*						
2					1	*						
3					39	4,528						
4					1	*						
5					26	1,672	2	*				
6					2	*						
7												
8					2	*						
9												
10					6	121	45	4,572				
11							1	*				
12							1	*				
13												
14												
15					1	*	14	1,525	2	*		
16												
17												
18												
19												
20							9	333	40	4,477	1	*
21												
22												
23									1	*		
24									2	*		
25									4	232		
Other												
TOTAL	30	*	84	6,837	79	6,617	72	6,544	49	5,903	1	*

OIL FIRMS - NON-OFFICE EMPLOYEES

C. PAID STATUTORY OR PUBLIC HOLIDAY POLICIES

Number of Paid Holidays Allowed	Firms	Employees
Days Specified		
5.0		
5.5		
6.0		
6.5		
7.0	1	*
7.5		
8.0	4	26
8.5		
9.0	9	662
9.5	1	*
10.0	58	6,168
10.5	6	66
11.0	4	81
11.5	2	*
12.0	2	*
12.5		
13.0		
Other		
Days Allowed but Not Specified		
Other Arrangements		
Paid Holidays - Total	86	7,146
No Paid Holidays - Total		
Not Specified - Total	3	151
TOTAL	89	7,297

Most Frequent Paid Holidays Allowed	Firms	Employees
New Year's Day	86	7,146
Good Friday	86	7,146
Easter Monday	8	422
Victoria Day	86	7,146
Dominion Day	86	7,146
Citizen's Day (Fair Week)		
full day	5	108
half day	9	126
Civic Holiday	74	6,402
Labour Day	86	7,146
Thanksgiving Day	85	7,122
Remembrance Day	76	5,382
Christmas Day	86	7,146
Boxing Day	79	6,946

D. FREQUENCY OF PAY PERIODS

Pay Period	Firms	Employees
Weekly	1	*
Bi-Weekly (26 pay periods per year)	28	3,059
Semi-monthly (24 pay periods per year)	28	1,620
Monthly (Including firms reporting advances)	27	1,910
Others (Including firms reporting more than one arrangement)	2	*
Not Specified	3	34
TOTAL	89	7,297

E. FRINGE BENEFIT PLANS

1. SECURITY AND HEALTH PLANS

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	PRIVATE GROUP PENSION PLAN (NOT CANADA PENSION PLAN)		SAVINGS PLAN NOT FOR PENSION OR RETIREMENT PURPOSES		BASIC HEALTH SERVICES AND BENEFITS PLAN (GOVERNMENT)		OPTIONAL/SUPPLEMENTARY HEALTH SERVICES/INSURANCE PLANS				GROUP DENTAL CARE INSURANCE PLAN	
							ALBERTA BLUE CROSS		OTHER PRIVATE CARRIER			
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	2	*	3	99 *	28	2,123	3	59	1	*		
0.1-24.9	1	*	18	2,190	4	238	2	*	6	490		
25.0-49.9	1	*	12	1,072	26	2,535	5	117	16	2,210		
50	15	814	3	195	11	1,396	1	*	8	986	2	*
50.1-74.9	12	2,264	3						1	*	2	*
75.0-99.9	9	312							1	*		
100	28	1,935	2	*	9	222	7	250	26	1,324	8	946
Plan Available -												
% Data Not Specified	5	686	3	932	2	*						
Total Specifying Plan Available	73	6,862	42	4,509	80	*	18	686	58	5,732	12	1,250

2. GROUP LIFE AND OTHER INSURANCE

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	GROUP LIFE INSURANCE		WEEKLY/MONTHLY INDEMNITY (GROUP INSURANCE)		LONG-TERM DISABILITY (GROUP INSURANCE)		GROUP AUTOMOBILE INSURANCE		GROUP SURVIVOR INCOME BENEFIT INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	10	505	8	842	24	1,898	6	1,227	1	*
0.1-24.9	6	251	1	*					2	*
25.0-49.9	18	1,048	5	432	10	439			1	*
50	11	1,805	7	221	6	200				
50.1-74.9	1	*								
75.0-99.9	29	2,032	27	2,343	30	3,486	5	142	18	1,367
100										
Plan Available -										
% Data Not Specified	6	1,296	1	*	2	*				
Total Specifying Plan Available	81	*	49	4,548	72	*	11	1,369	22	1,703

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PUBLIC SERVICE - OFFICE EMPLOYEES

A. STANDARD WORK WEEK

DAYS WORKED PER WEEK		
Days	Firms	Employees
4.00		
4.25		
4.50		
5.00	69	18,843
5.25		
5.50		
5.75		
6.00		
Other Not Specified		
TOTAL	69	18,843

HOURS WORKED PER WEEK		
Number of Hours	Firms	Employees
30.0		
30.1 - 31.1		
31.2		
31.3 - 32.4		
32.5		
32.6 - 33.6		
33.7	1	*
33.8 - 34.9		
35.0	30	3,652
35.1 - 36.1		
36.2	8	1,050
36.3 - 37.4	1	*
37.5	27	10,314
37.6 - 38.6		
38.7		
38.8 - 39.9		
40.0	2	*
40.1 - 41.1		
41.2		
41.3 - 42.4		
42.5		
42.6 - 43.9		
44.0		
Other Not Specified		
TOTAL	69	18,843

HOURS WORKED PER DAY		
Number of Hours	Firms	Employees
5.00		
5.25		
5.50		
5.75		
6.00		
6.25	1	*
6.50		
6.75	1	*
7.00	30	3,652
7.25	7	953
7.50	28	10,320
7.75		
8.00	28	14
8.25		
8.50		
8.75		
9.00		
Other Not Specified		
TOTAL	69	18,843

B. VACATION-WITH-PAY

Qualifying Length of Employment in years	LENGTH OF VACATION											
	One Week		Two Weeks		Three Weeks		Four Weeks		Five Weeks		Six Weeks	
	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees
less than 0.5	3	199										
0.5	8	79	1	*								
0.6 to 0.9			3	199								
1	2	*	42	3,629	19	10,229						
2			1	*	1	*						
3					14	2,026	1	*				
4					4	119						
5					22	429	2	*				
6												
7					1	*						
8												
9												
10					1	*	16	1,794	1	*		
11							2	*	1	*		
12							8	374				
13							1	*				
14							2	*				
15							21	10,117	1	*		
16							1	*				
17												
18												
19												
20							1	*	14	3,359	1	*
21												
22												
23									1	*		
24									8	4,274		
25												
Other									7	6,144		
TOTAL	13	*	47	4,438	62	14,580	55	14,643	33	13,815	1	*

PUBLIC SERVICE - OFFICE EMPLOYEES

C. PAID STATUTORY OR PUBLIC HOLIDAY POLICIES

Number of Paid Holidays Allowed	Firms	Employees
Days Specified		
5.0		
5.5		
6.0		
6.5		
7.0		
7.5		
8.0		
8.5		
9.0	2	*
9.5		
10.0	32	6,319
10.5	3	41
11.0	22	6,985
11.5	8	5,156
12.0	1	*
12.5	1	*
13.0		
Other		
Days Allowed but Not Specified		
Other Arrangements		
Paid Holidays - Total	69	18,843
No Paid Holidays - Total		
Not Specified - Total		
TOTAL	69	18,843

Most Frequent Paid Holidays Allowed	Firms	Employees
New Year's Day	69	18,843
Good Friday	68	18,838
Easter Monday	31	11,653
Victoria Day	67	18,828
Dominion Day	69	18,843
Citizen's Day (Fair Week)		
full day	4	476
half day	11	5,512
Civic Holiday	66	18,826
Labour Day	69	18,843
Thanksgiving Day	69	18,843
Remembrance Day	68	18,833
Christmas Day	69	18,843
Boxing Day	69	18,843

D. FREQUENCY OF PAY PERIODS

Pay Period	Firms	Employees
Weekly		
Bi-Weekly (26 pay periods per year)	27	16,463
Semi-monthly (24 pay periods per year)	14	1,276
Monthly (Including firms reporting advances)	27	1,095
Others (Including firms reporting more than one arrangement)		
Not Specified	1	*
TOTAL	69	18,843

PUBLIC SERVICE - OFFICE EMPLOYEES

E. FRINGE BENEFIT PLANS

1. SECURITY AND HEALTH PLANS

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	PRIVATE GROUP PENSION PLAN (NOT CANADA PENSION PLAN)		SAVINGS PLAN NOT FOR PENSION OR RETIREMENT PURPOSES		BASIC HEALTH SERVICES AND BENEFITS PLAN (GOVERNMENT)		OPTIONAL/SUPPLEMENTARY HEALTH SERVICES INSURANCE PLANS				GROUP DENTAL CARE INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	9	4,473	3	559	1	*	10	6,171	2	*		
0.1-24.9	1	*			1	*						
25.0-49.9	30	7,647	1	*	49	12,934	41	9,924	1	*	1	*
50	14	6,135			4	1,956	3	1,952				
50.1-74.9					2	*	1	*	1	*		
75.0-99.9	2	*			4	51	3	47	2	*		
100												
Plan Available -												
% Data Not Specified	3	458			1	*	1	*				
Total Specifying Plan Available	59	18,763	4	*	62	15,147	59	18,236	6	*	1	*

2. GROUP LIFE AND OTHER INSURANCE

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	GROUP LIFE INSURANCE		WEEKLY/MONTHLY INDEMNITY (GROUP INSURANCE)		LONG-TERM DISABILITY (GROUP INSURANCE)		GROUP AUTOMOBILE INSURANCE		GROUP SURVIVOR INCOME BENEFIT INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	16	7,219	5	2,153	8	2,644	2	*	7	6,144
0.1-24.9			1	*						
25.0-49.9										
50	25	4,446	5	34	8	6,150			1	*
50.1-74.9	5	2,358	3	3,908						
75.0-99.9	1	*			3	73				
100	9	597	5	3,712						
Plan Available -										
% Data Not Specified	3	3,670			3	3,670			3	3,670
Total Specifying Plan Available	59	*	19	*	22	12,537	2	*	11	*

PUBLIC SERVICE - NON-OFFICE EMPLOYEES

A. STANDARD WORK WEEK

DAYS WORKED PER WEEK		
Days	Firms	Employees
4.00	2	*
4.25		
4.50		
5.00	58	25,643
5.25		
5.50	6	149
5.75		
6.00	1	*
Other Not Specified		
TOTAL	67	26,477

HOURS WORKED PER WEEK		
Number of Hours	Firms	Employees
30.0		
30.1 - 31.1		
31.2		
31.3 - 32.4		
32.5	1	*
32.6 - 33.6		
33.7		
33.8 - 34.9		
35.0	2	*
35.1 - 36.1	2	*
36.2		
36.3 - 37.4		
37.5	3	782
37.6 - 38.6		
38.7		
38.8 - 39.9		
40.0	52	24,599
40.1 - 41.1		
41.2		
41.3 - 42.4		
42.5		
42.6 - 43.9	6	150
44.0		
Other Not Specified	1	*
TOTAL	67	26,477

HOURS WORKED PER DAY		
Number of Hours	Firms	Employees
5.00		
5.25		
5.50		
5.75		
6.00		
6.25		
6.50	1	*
6.75		
7.00	2	*
7.25		
7.50	3	782
7.75		
8.00	58	24,749
8.25		
8.50		
8.75		
9.00	3	685
Other Not Specified		
TOTAL	67	26,477

B. VACATION-WITH-PAY

Qualifying Length of Employment in years	LENGTH OF VACATION											
	One Week		Two Weeks		Three Weeks		Four Weeks		Five Weeks		Six Weeks	
	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees
less than 0.5	3	760										
0.5	8	277	1	*								
0.6 to 0.9			3	760								
1	2	*	48	15,077	11	4,694						
2			1	*								
3					11	1,585						
4					11	8,560						
5					25	5,615	1	*				
6												
7					1	*						
8												
9												
10					1	*	14	581	1	*		
11							2	*				
12							9	2,340				
13												
14							2	*				
15							15	8,472	1	*		
16							1	*				
17												
18							8	8,081				
19												
20							1	*	12	5,913	1	*
21												
22									1	*		
23												
24									1	*		
25									8	4,365		
Other									7	8,076		
TOTAL	13	*	53	15,885	60	20,499	53	20,360	31	19,079	1	*

PUBLIC SERVICE - NON-OFFICE EMPLOYEES

C. PAID STATUTORY OR PUBLIC HOLIDAY POLICIES

Number of Paid Holidays Allowed	Firms	Employees
Days Specified		
5.0		
5.5		
6.0		
6.5		
7.0		
7.5		
8.0		
8.5		
9.0	2	*
9.5		
10.0	32	10, 122
10.5	3	64
11.0	20	9, 213
11.5	7	6, 722
12.0	1	*
12.5	1	*
13.0		
Other		
Days Allowed but Not Specified		
Other Arrangements		
Paid Holidays - Total	66	26, 464
No Paid Holidays - Total		
Not Specified - Total	1	*
TOTAL	67	26, 477

Most Frequent Paid Holidays Allowed	Firms	Employees
New Year's Day	66	26, 464
Good Friday	65	26, 454
Easter Monday	29	16, 223
Victoria Day	64	26, 444
Dominion Day	66	26, 464
Citizen's Day (Fair Week)		
full day	3	41
half day	10	7, 063
Civic Holiday	61	25, 748
Labour Day	66	26, 464
Thanksgiving Day	66	26, 464
Remembrance Day	65	26, 454
Christmas Day	66	26, 464
Boxing Day	64	25, 789

D. FREQUENCY OF PAY PERIODS

Pay Period	Firms	Employees
Weekly		
Bi-Weekly (26 pay periods per year)	35	24, 070
Semi-monthly (24 pay periods per year)	7	300
Monthly (Including firms reporting advances)	22	1, 361
Others (Including firms reporting more than one arrangement)	2	*
Not Specified	1	*
TOTAL	67	26, 477

E. FRINGE BENEFIT PLANS

1. SECURITY AND HEALTH PLANS

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	PRIVATE GROUP PENSION PLAN (NOT CANADA PENSION PLAN)		SAVINGS PLAN NOT FOR PENSION OR RETIREMENT PURPOSES		BASIC HEALTH SERVICES AND BENEFITS PLAN (GOVERNMENT)		OPTIONAL/SUPPLEMENTARY HEALTH SERVICES/INSURANCE PLANS				GROUP SURVIVOR DENTAL CARE INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	7	7,167	3	801	1	*	11	13,997				
0.1-24.9	1	*			1	*						
25.0-49.9	26	9,491	1	*	1	*	37	5,704	1	*	1	*
50	12	8,041			42	10,573						
50.1-74.9					4	4,776	3	4,747				
75.0-99.9					1	*	1	*	1	*		
100	1	*			5	706	2	*	4	698		
Plan Available - % Data Not Specified	5	898			1	*						
Total Specifying Plan Available	52	25,632	4	*	56	22,379	54	24,844	6	1,458	1	*

2. GROUP LIFE AND OTHER INSURANCE

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	GROUP LIFE INSURANCE		WEEKLY/MONTHLY INDEMNITY (GROUP INSURANCE)		LONG-TERM DISABILITY (GROUP INSURANCE)		GROUP AUTOMOBILE INSURANCE		GROUP SURVIVOR INCOME BENEFIT INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	11	8,047	4	4,806	3	4,325	2	*	7	8,076
0.1-24.9			1	*						
25.0-49.9									1	*
50	27	5,430	5	76	8	8,096				
50.1-74.9	5	4,793	2	*		*				
75.0-99.9	1	*							1	*
100	7	916	5	3,578	2	*				
Plan Available - % Data Not Specified					3	3,555			3	3,555
Total Specifying Plan Available	51	*	17	9,311	16	*	2	*	12	11,649

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DEPARTMENT STORES - OFFICE EMPLOYEES

A. STANDARD WORK WEEK

DAYS WORKED PER WEEK		
Days	Firms	Employees
4.00	34	1,502
4.25		
4.50		
5.00		
5.25		
5.50		
5.75		
6.00		
Other		
Not Specified		
TOTAL	34	1,502

HOURS WORKED PER WEEK		
Number of Hours	Firms	Employees
30.0		
30.1 - 31.1		
31.2		
31.3 - 32.4		
32.5		
32.6 - 33.6		
33.7		
33.8 - 34.9		
35.0		
35.1 - 36.1		
36.2		
36.3 - 37.4	1	*
37.5	18	1,406
37.6 - 38.6		
38.7	1	*
38.8 - 39.9		
40.0	13	71
40.1 - 41.1		
41.2		
41.3 - 42.4		
42.5		
42.6 - 43.9		
44.0	1	*
Other		
Not Specified		
TOTAL	34	1,502

HOURS WORKED PER DAY		
Number of Hours	Firms	Employees
5.00	18	1,406
5.25		
5.50		
5.75		
6.00		
6.25		
6.50		
6.75		
7.00		
7.25		
7.50		
7.75		
8.00		
8.25		
8.50		
8.75		
9.00	1	*
Other		
Not Specified	1	*
TOTAL	34	1,502

B. VACATION-WITH-PAY

Qualifying Length of Employment in years	LENGTH OF VACATION											
	One Week		Two Weeks		Three Weeks		Four Weeks		Five Weeks		Six Weeks	
	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees
less than 0.5	3	322										
0.5	21	165										
0.6 to 0.9			3	173								
1			31	1,329								
2												
3					2	*						
4					4	596						
5					25	769						
6												
7												
8							2	*				
9												
10							7	874				
11												
12							5	25				
13												
14												
15							14	288	2	*		
16												
17												
18												
19												
20					1	*					2	*
21												
22												
23												
24												
25							1	*	9	513	2	*
Other									2	*		
TOTAL	24	487	34	1,502	32	1,496	29	1,490	13	964	4	450

DEPARTMENT STORES - OFFICE EMPLOYEES

C. PAID STATUTORY OR PUBLIC HOLIDAY POLICIES

Number of Paid Holidays Allowed	Firms	Employees
Days Specified		
5.0		
5.5		
6.0		
6.5		
7.0		
7.5		
8.0	1	*
8.5		
9.0	5	29
9.5		
10.0	26	1,456
10.5		
11.0		
11.5		
12.0	2	*
12.5		
13.0		
Other		
Days Allowed but Not Specified		
Other Arrangements		
Paid Holidays - Total	34	1,502
No Paid Holidays - Total		
Not Specified - Total		
TOTAL	34	1,502

Most Frequent Paid Holidays Allowed	Firms	Employees
New Year's Day	34	1,502
Good Friday	34	1,502
Easter Monday	3	28
Victoria Day	34	1,502
Dominion Day	34	1,502
Citizen's Day (Fair Week)		
full day	2	*
half day		
Civic Holiday	32	1,465
Labour Day	34	1,502
Thanksgiving Day	34	1,502
Remembrance Day	27	1,444
Christmas Day	34	1,502
Boxing Day	29	1,477

D. FREQUENCY OF PAY PERIODS

Pay Period	Firms	Employees
Weekly	17	371
Bi-Weekly (26 pay periods per year)	13	948
Semi-monthly (24 pay periods per year)	2	*
Monthly (Including firms reporting advances)	2	*
Others (Including firms reporting more than one arrangement)		
Not Specified		
TOTAL	34	1,502

DEPARTMENT STORES - OFFICE EMPLOYEES

E. FRINGE BENEFIT PLANS

1. SECURITY AND HEALTH PLANS

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	PRIVATE GROUP PENSION PLAN (NOT CANADA PENSION PLAN)		SAVINGS PLAN NOT FOR PENSION OR RETIREMENT PURPOSES		BASIC HEALTH SERVICES AND BENEFITS PLAN (GOVERNMENT)		OPTIONAL/SUPPLEMENTARY HEALTH SERVICES INSURANCE PLANS				GROUP DENTAL CARE INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	ALBERTA BLUE CROSS	OTHER PRIVATE CARRIER	Firms Reporting	Employees
0	6	275	11	476	16	499	20	691			6	41
0.1-24.9	1	*	1	*	3	205	1	*				
25.0-49.9					3	19	1	*				
50	8	630			2	*	1	*				
50.1-74.9												
75.0-99.9	2	*									1	*
100												
Plan Available -												
% Data Not Specified	4	52	5	737	4	318	2	*			1	*
Total Specifying Plan Available	21	1,143	17	*	28	*	25	1,160	3	*	8	232

2. GROUP LIFE AND OTHER INSURANCE

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	GROUP LIFE INSURANCE		WEEKLY/MONTHLY INDEMNITY (GROUP INSURANCE)		LONG-TERM DISABILITY (GROUP INSURANCE)		GROUP AUTOMOBILE INSURANCE		GROUP SURVIVOR INCOME BENEFIT INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	10	461	1	*	3	418				
0.1-24.9	5	51								
25.0-49.9	5	216			2	*				
50										
50.1-74.9	2	*								
75.0-99.9	1	*								
100	2	*	2	*	3	441				
Plan Available -										
% Data Not Specified	6	165	1	*	4	325	1	*		
Total Specifying Plan Available	31	1,494	4	*	12	*	1	*		

DEPARTMENT STORES - NON-OFFICE EMPLOYEES

A. STANDARD WORK WEEK

DAYS WORKED PER WEEK		
Days	Firms	Employees
4.00		
4.25		
4.50		
5.00	35	5,090
5.25		
5.50		
5.75		
6.00		
Other Not Specified		
TOTAL	35	5,090

HOURS WORKED PER WEEK		
Number of Hours	Firms	Employees
30.0		
30.1 - 31.1		
31.2		
31.3 - 32.4		
32.5		
32.6 - 33.6		
33.7		
33.8 - 34.9		
35.0		
35.1 - 36.1		
36.2		
36.3 - 37.4	2	*
37.5	21	4,074
37.6 - 38.6		
38.7		
38.8 - 39.9	1	*
40.0	9	332
40.1 - 41.1	1	*
41.2		
41.3 - 42.4		
42.5		
42.6 - 43.9		
44.0	1	*
Other Not Specified		
TOTAL	35	5,090

HOURS WORKED PER DAY		
Number of Hours	Firms	Employees
5.00		
5.25		
5.50		
5.75		
6.00		
6.25		
6.50		
6.75		
7.00		
7.25		
7.50	21	4,074
7.75	1	*
8.00	10	356
8.25	1	*
8.50		
8.75		
9.00		
Other Not Specified	2	*
TOTAL	35	5,090

B. VACATION-WITH-PAY

Qualifying Length of Employment in years	LENGTH OF VACATION											
	One Week		Two Weeks		Three Weeks		Four Weeks		Five Weeks		Six Weeks	
	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees
less than 0.5	3	952										
0.5	23	1,908										
0.6 to 0.9			3	558								
1			32	4,532								
2												
3					2	*						
4					4	1,682						
5					24	2,884						
6												
7												
8							2	*				
9												
10					1	*	7	1,796				
11												
12							4	112				
13												
14												
15							14	1,717	2	*		
16												
17												
18												
19												
20					1	*	1	*			2	*
21												
22												
23												
24							1	*	8	962	2	*
25												
Other									2	*		
TOTAL	26	2,860	35	5,090	32	4,997	29	4,916	12	2,378	4	*

DEPARTMENT STORES - NON-OFFICE EMPLOYEES

C. PAID STATUTORY OR PUBLIC HOLIDAY POLICIES

Number of Paid Holidays Allowed	Firms	Employees
Days Specified		
5.0		
5.5		
6.0		
6.5		
7.0		
7.5		
8.0	1	*
8.5		
9.0	5	172
9.5		
10.0	27	4,514
10.5		
11.0		
11.5		
12.0	2	*
12.5		
13.0		
Other		
Days Allowed but Not Specified		
Other Arrangements		
Paid Holidays - Total	35	5,090
No Paid Holidays - Total		
Not Specified - Total		
TOTAL	35	5,090

Most Frequent Paid Holidays Allowed	Firms	Employees
New Year's Day	35	5,090
Good Friday	34	5,082
Easter Monday	4	224
Victoria Day	35	5,090
Dominion Day	35	5,090
Citizen's Day (Fair Week)		
full day	2	*
half day		
Civic Holiday	33	4,578
Labour Day	35	5,090
Thanksgiving Day	35	5,090
Remembrance Day	28	4,335
Christmas Day	35	5,090
Boxing Day	30	4,628

D. FREQUENCY OF PAY PERIODS

Pay Period	Firms	Employees
Weekly	18	2,080
Bi-Weekly (26 pay periods per year)	14	2,441
Semi-monthly (24 pay periods per year)	2	*
Monthly (Including firms reporting advances)	1	*
Others (Including firms reporting more than one arrangement)		
Not Specified		
TOTAL	35	5,090

E. FRINGE BENEFIT PLANS

1. SECURITY AND HEALTH PLANS

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	PRIVATE GROUP PENSION PLAN (NOT CANADA PENSION PLAN)		SAVINGS PLAN NOT FOR PENSION OR RETIREMENT PURPOSES		BASIC HEALTH SERVICES AND BENEFITS PLAN (GOVERNMENT)		OPTIONAL/SUPPLEMENTARY HEALTH SERVICES INSURANCE PLANS : ALBERTA BLUE CROSS OTHER PRIVATE CARRIER				GROUP DENTAL CARE INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	1	*	11	1,852	15	1,980	20	2,606			6	695
0.1-24.9			1	*	3	568	1	*				
25.0-49.9					2	*	1	*	1	*		
50	7	1,571			2	*	1	*				
50.1-74.9												
75.0-99.9	6	779							1	*		
100												
Plan Available -												
% Data Not Specified	4	418	5	1,684	5	1,156	2	*	1	*	1	*
Total Specifying Plan Available	18	*	17	*	27	4,372	25	3,612	3	*	7	*

2. GROUP LIFE AND OTHER INSURANCE

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	GROUP LIFE INSURANCE		WEEKLY/MONTHLY INDEMNITY (GROUP INSURANCE)		LONG-TERM DISABILITY (GROUP INSURANCE)		GROUP AUTOMOBILE INSURANCE		GROUP SURVIVOR INCOME BENEFIT INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	10	1,817	1	*	3	1,087		/		
0.1-24.9										
25.0-49.9	5	207			1	*				
50	3	668								
50.1-74.9	2	*								
75.0-99.9	1	*								
100	2	*	2	*	3	969				
Plan Available -										
% Data Not Specified	7	802			4	1,125	1	*		*
Total Specifying Plan Available	30	4,952	3	*	11	*	1	*		*

WHOLESALE FIRMS - OFFICE EMPLOYEES

A. STANDARD WORK WEEK

DAYS WORKED PER WEEK		
Days	Firms	Employees
4.00		
4.25		
4.50		
5.00	126	2,069
5.25	1	*
5.50	6	26
5.75		
6.00	3	*
Other Not Specified		
TOTAL	136	2,114

HOURS WORKED PER WEEK		
Number of Hours	Firms	Employees
30.0		
30.1 - 31.1		
31.2		
31.3 - 32.4		
32.5	1	*
32.6 - 33.6		
33.7		
33.8 - 34.9		
35.0	12	69
35.1 - 36.1	1	*
36.2	4	79
36.3 - 37.4	2	*
37.5	56	1,146
37.6 - 38.6	1	*
38.7	1	*
38.8 - 39.9	1	*
40.0	48	621
40.1 - 41.1		
41.2		
41.3 - 42.4	2	*
42.5		
42.6 - 43.9		
44.0	5	19
Other Not Specified	2	*
TOTAL	136	2,114

HOURS WORKED PER DAY		
Number of Hours	Firms	Employees
5.00		
5.25		
5.50		
5.75		
6.00		
6.25		
6.50	1	*
6.75		
7.00	12	69
7.25	4	79
7.50	55	1,144
7.75	3	79
8.00	54	648
8.25		
8.50		
8.75		
9.00		
Other Not Specified	6 1	89 *
TOTAL	136	2,114

B. VACATION-WITH-PAY

Qualifying Length of Employment in years	LENGTH OF VACATION											
	One Week		Two Weeks		Three Weeks		Four Weeks		Five Weeks		Six Weeks	
	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees
less than 0.5	6	42	1	*								
0.5	56	881	1	*								
0.6 to 0.9	1	*	3	14								
1	4	36	119	1,987	1	*						
2			4	67	2	*						
3					4	61						
4					2	*						
5					80	1,262						
6					6	321						
7					5	38						
8					4	49						
9												
10					18	159	16	329				
11							3	164				
12							7	204				
13							1	*				
14							1	*				
15					1	*	34	602	4	65		
16							2	*				
17												
18							2	*				
19							1	*	2	*		
20							13	114	14	239		
21												
22									1	*		
23									1	*		
24									2	*		
25							4	69	20	475	2	*
Other									2	*	7	42
TOTAL	67	*	128	2,096	123	2,071	84	1,516	46	931	9	*

WHOLESALE FIRMS - OFFICE EMPLOYEES

C. PAID STATUTORY OR PUBLIC HOLIDAY POLICIES

Number of Paid Holidays Allowed	Firms	Employees
Days Specified		
5.0		
5.5		
6.0		
6.5		
7.0		
7.5		
8.0	6	22
8.5	1	*
9.0	7	62
9.5	8	252
10.0	49	765
10.5	33	540
11.0	18	344
11.5	6	52
12.0	4	38
12.5	1	*
13.0	1	*
Other		
Days Allowed but Not Specified ..	2	*
Other Arrangements		
Paid Holidays - Total	136	2, 114
No Paid Holidays - Total		
Not Specified - Total		
TOTAL	136	2, 114

Most Frequent Paid Holidays Allowed	Firms	Employees
New Year's Day	134	2, 091
Good Friday	133	2, 089
Easter Monday	15	151
Victoria Day	133	2, 089
Dominion Day	133	2, 087
Citizen's Day (Fair Week)		
full day	10	61
half day	53	1, 006
Civic Holiday	120	1, 931
Labour Day	133	2, 087
Thanksgiving Day	132	2, 086
Remembrance Day	108	1, 641
Christmas Day	134	2, 091
Boxing Day	127	2, 064

D. FREQUENCY OF PAY PERIODS

Pay Period	Firms	Employees
Weekly	13	265
Bi-Weekly (26 pay periods per year)	39	567
Semi-monthly (24 pay periods per year)	47	661
Monthly (Including firms reporting advances)	34	572
Others (Including firms reporting more than one arrangement)	2	*
Not Specified	1	*
TOTAL	136	2, 114

WHOLESALE FIRMS - OFFICE EMPLOYEES

E. FRINGE BENEFIT PLANS

1. SECURITY AND HEALTH PLANS

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	PRIVATE GROUP PENSION PLAN (NOT CANADA PENSION PLAN)		SAVINGS PLAN NOT FOR PENSION OR RETIREMENT PURPOSES		BASIC HEALTH SERVICES AND BENEFITS PLAN (GOVERNMENT)		OPTIONAL/SUPPLEMENTARY HEALTH SERVICES INSURANCE PLANS				GROUP SURVIVOR DENTAL CARE INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	3	21	8	159	30	464	30	414	4	67		
0.1-24.9	5	137	1	64	4	48			1	*		
25.0-49.9	6	76	5	*	45	756	18	229	19	366	11	307
50	47	648	1	*		*	2	*			2	*
50.1-74.9	6	206			2	192	2		5	135	1	*
75.0-99.9	4	91		*	5	406	10	80	31	531	7	136
100	19	362	1		30							
Plan Available -												
% Data Not Specified	19	349	1	*	5	117	4	32	2	*	1	*
Total Specifying Plan Available	109	1,890	17	258	121	*	64	*	62	1,224	22	511

2. GROUP LIFE AND OTHER INSURANCE

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	GROUP LIFE INSURANCE		WEEKLY/MONTHLY INDEMNITY (GROUP INSURANCE)		LONG-TERM DISABILITY (GROUP INSURANCE)		GROUP AUTOMOBILE INSURANCE		GROUP SURVIVOR INCOME BENEFIT INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	7	149	6	52	19	284	4	32	5	55
0.1-24.9	1	*	1	*	1	*				
25.0-49.9	4	54	18	411	20	411			3	13
50	38	626	1	*	5	57			1	*
50.1-74.9	4	62	6	138	4	110				
75.0-99.9	11	251	26	423	25	364	2	*	11	215
100	45	632								
Plan Available -										
% Data Not Specified	10	257	8	298	8	298			3	18
Total Specifying Plan Available	120	*	66	1,357	82	*	6	*	23	*

WHOLESALE FIRMS - NON-OFFICE EMPLOYEES

A. STANDARD WORK WEEK

DAYS WORKED PER WEEK		
Days	Firms	Employees
4.00		
4.25		
4.50		
5.00	120	3,393
5.25	1	*
5.50	12	236
5.75		
6.00	2	*
Other Not Specified	1	*
TOTAL	136	3,661

HOURS WORKED PER WEEK		
Number of Hours	Firms	Employees
30.0		
30.1 - 31.1		
31.2		
31.3 - 32.4		
32.5		
32.6 - 33.6		
33.7		
33.8 - 34.9		
35.0	5	100
35.1 - 36.1	1	*
36.2	2	*
36.3 - 37.4		
37.5	13	136
37.6 - 38.6	1	*
38.7	1	*
38.8 - 39.9		
40.0	94	3,008
40.1 - 41.1		
41.2		
41.3 - 42.4	3	84
42.5	1	*
42.6 - 43.9	1	*
44.0	11	183
Other Not Specified	2	*
TOTAL	136	3,661

HOURS WORKED PER DAY		
Number of Hours	Firms	Employees
5.00		
5.25		
5.50		
5.75		
6.00		
6.25		
6.50		
6.75		
7.00	6	109
7.25	2	*
7.50	13	136
7.75	3	74
8.00	105	3,195
8.25		
8.50	1	*
8.75		
9.00	1	*
Other Not Specified	4	22
TOTAL	136	3,661

B. VACATION-WITH-PAY

Qualifying Length of Employment in years	LENGTH OF VACATION											
	One Week		Two Weeks		Three Weeks		Four Weeks		Five Weeks		Six Weeks	
	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees
less than 0.5	6	103	1	*								
0.5	55	1,369	1	*								
0.6 to 0.9	2	*	3	28								
1	5	70	119	3,171	1	*						
2			3	287	1	*						
3					4	116						
4					2	*						
5					79	2,363						
6					6	195						
7					4	99						
8					5	175						
9			1	*								
10					20	450	16	811				
11							3	118				
12							7	375				
13							1	*				
14							1	*				
15					1	*	33	687	4	299		
16							2	*				
17												
18							3	103				
19							1	*			2	*
20							13	190	14	321		
21												
22									1	*		
23									1	*		
24									2	*		
25							5	224	19	353	3	179
Other									3	38	8	133
TOTAL	68	*	128	3,554	123	3,482	85	2,546	46	1,318	13	*

WHOLESALE FIRMS - NON-OFFICE EMPLOYEES

C. PAID STATUTORY OR PUBLIC HOLIDAY POLICIES

Number of Paid Holidays Allowed	Firms	Employees
Days Specified		
5.0		
5.5		
6.0		
6.5		
7.0		
7.5		
8.0	8	114
8.5	1	*
9.0	6	137
9.5	10	278
10.0	51	1,638
10.5	31	904
11.0	17	399
11.5	3	56
12.0	3	31
12.5	2	*
13.0	2	*
Other		
Days Allowed but Not Specified	2	*
Other Arrangements		
Paid Holidays - Total	136	3,661
No Paid Holidays - Total		
Not Specified - Total		
TOTAL	136	3,661

Most Frequent Paid Holidays Allowed	Firms	Employees
New Year's Day	134	3,641
Good Friday	132	3,618
Easter Monday	15	175
Victoria Day	133	3,631
Dominion Day	133	3,639
Citizen's Day (Fair Week)		
full day	12	143
half day	47	1,268
Civic Holiday	116	3,337
Labour Day	134	3,641
Thanksgiving Day	133	3,618
Remembrance Day	107	3,032
Christmas Day	134	3,641
Boxing Day	127	3,526

D. FREQUENCY OF PAY PERIODS

Pay Period	Firms	Employees
Weekly	26	910
Bi-Weekly (26 pay periods per year)	45	1,345
Semi-monthly (24 pay periods per year)	41	998
Monthly (Including firms reporting advances)	20	340
Others (Including firms reporting more than one arrangement)	2	*
Not Specified	2	*
TOTAL	136	3,661

E. FRINGE BENEFIT PLANS

1. SECURITY AND HEALTH PLANS

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	PRIVATE GROUP PENSION PLAN (NOT CANADA PENSION PLAN)		SAVINGS PLAN NOT FOR PENSION OR RETIREMENT PURPOSES		BASIC HEALTH SERVICES AND BENEFITS PLAN (GOVERNMENT)		OPTIONAL/SUPPLEMENTARY HEALTH SERVICES INSURANCE PLANS				GROUP DENTAL CARE INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	3	241	9	774	30	740	28	834	4	117		
0.1-24.9	4	116	1	*	4	73			1	*		
25.0-49.9	8	157	3	78	43	1,410	16	642	19	496	12	554
50	42	1,299	1	*			3	69			3	104
50.1-74.9	6	211			2	*			5	203	1	*
75.0-99.9	2	*			3	112	10	179	31	631	6	250
100	22	567	1	*	31	867						
Plan Available -												
% Data Not Specified	14	362	5	64			2	*	3	29		
Total Specifying Plan Available	101	*	15	898	118	*	59	*	63	*	22	*

2. GROUP LIFE AND OTHER INSURANCE

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	GROUP LIFE INSURANCE		WEEKLY/MONTHLY INDEMNITY (GROUP INSURANCE)		LONG-TERM DISABILITY (GROUP INSURANCE)		GROUP AUTOMOBILE INSURANCE		GROUP SURVIVOR INCOME BENEFIT INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	6	207	9	330	16	550	3	76	6	94
0.1-24.9	1	*	1	*	1	*				
25.0-49.9	4	129	16	647	18	433			3	18
50	33	906	2	*	4	62			1	*
50.1-74.9	6	140	6	215	5	146				
75.0-99.9	11	388	28	740	26	478	1	*	13	285
100	48	1,239								
Plan Available -										
% Data Not Specified	7	194	5	57	6	63			1	*
Total Specifying Plan Available	116	*	67	2,063	76	*	4	*	24	420

AUTOMOTIVE FIRMS - OFFICE EMPLOYEES

A. STANDARD WORK WEEK

DAYS WORKED PER WEEK		
Days	Firms	Employees
4.00		
4.25		
4.50		
5.00	43	655
5.25	1	*
5.50	8	*
5.75		
6.00		
Other Not Specified		
TOTAL	52	713

HOURS WORKED PER WEEK		
Number of Hours	Firms	Employees
30.0		
30.1 - 31.1		
31.2		
31.3 - 32.4		
32.5		
32.6 - 33.6		
33.7		
33.8 - 34.9		
35.0	2	*
35.1 - 36.1		
36.2	1	*
36.3 - 37.4		
37.5	17	288
37.6 - 38.6		
38.7		
38.8 - 39.9	1	*
40.0	24	328
40.1 - 41.1		
41.2	1	*
41.3 - 42.4	1	*
42.5		
42.6 - 43.9	1	*
44.0	4	20
Other Not Specified		
TOTAL	52	713

HOURS WORKED PER DAY		
Number of Hours	Firms	Employees
5.00		
5.25		
5.50		
5.75		
6.00		
6.25		
6.50		
6.75		
7.00	2	*
7.25	2	*
7.50	18	289
7.75	1	*
8.00	28	353
8.25		
8.50		
8.75		
9.00		
Other Not Specified	1	*
TOTAL	52	713

B. VACATION-WITH-PAY

Qualifying Length of Employment in years	LENGTH OF VACATION											
	One Week		Two Weeks		Three Weeks		Four Weeks		Five Weeks		Six Weeks	
	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees
less than 0.5												
0.5	16	303										
0.6 to 0.9												
1			49	706								
2	1	*										
3			1	*	2	*						
4												
5					13	236						
6					2	*						
7					1	*						
8												
9												
10					11	235	2	*				
11					1	*						
12												
13												
14												
15					2	*	2	*				
16												
17												
18												
19												
20							5	104	2	*		
21												
22												
23												
24												
25												
Other												
TOTAL	17	*	50	*	32	713	9	150	2	*		

AUTOMOTIVE FIRMS - OFFICE EMPLOYEES

C. PAID STATUTORY OR PUBLIC HOLIDAY POLICIES

Number of Paid Holidays Allowed	Firms	Employees
Days Specified		
5.0		
5.5		
6.0		
6.5		
7.0	1	*
7.5		
8.0	3	64
8.5		
9.0	5	101
9.5	1	*
10.0	27	320
10.5	8	146
11.0	3	46
11.5	3	14
12.0		
12.5		
13.0		
Other		
Days Allowed but Not Specified		
Other Arrangements		
Paid Holidays - Total	51	700
No Paid Holidays - Total		
Not Specified - Total	1	*
TOTAL	52	713

Most Frequent Paid Holidays Allowed	Firms	Employees
New Year's Day	51	700
Good Friday	49	681
Easter Monday	7	113
Victoria Day	51	700
Dominion Day	51	700
Citizen's Day (Fair Week)		
full day	2	*
half day	14	204
Civic Holiday	46	672
Labour Day	51	700
Thanksgiving Day	50	675
Remembrance Day	44	579
Christmas Day	51	700
Boxing Day	49	695

D. FREQUENCY OF PAY PERIODS

Pay Period	Firms	Employees
Weekly	3	31
Bi-Weekly (26 pay periods per year)	8	72
Semi-monthly (24 pay periods per year)	22	301
Monthly (Including firms reporting advances)	17	282
Others (Including firms reporting more than one arrangement)	1	*
Not Specified	1	*
TOTAL	52	713

AUTOMOTIVE FIRMS - OFFICE EMPLOYEES

E. FRINGE BENEFIT PLANS

1. SECURITY AND HEALTH PLANS

Percentage (%) of Premium Paid by Designated Fringe Benefit Plans	PRIVATE GROUP PENSION PLAN (NOT CANADA PENSION PLAN)		SAVINGS PLAN NOT FOR PENSION OR RETIREMENT PURPOSES		BASIC HEALTH SERVICES AND BENEFITS PLAN (GOVERNMENT)		OPTIONAL/SUPPLEMENTARY HEALTH SERVICES INSURANCE PLANS				GROUP DENTAL CARE INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	4	36	3	67	15	243	6	121				
0.1-24.9					1	*	1	*	1	*		
25.0-49.9	4	60			21	259	8	115	15	163	3	28
50	10	121			1	*	1	*				
50.1-74.9												
75.0-99.9	1	*			5	84			5	76	2	*
100												
Plan Available - % Data Not Specified	4	57	1	*	4	44	1	*				
Total Specifying Plan Available	23	*	4	*	47	647	17	278	21	*	5	*

2. GROUP LIFE AND OTHER INSURANCE

Percentage (%) of Premium Paid by Designated Fringe Benefit Plans	GROUP LIFE INSURANCE		WEEKLY/MONTHLY INDEMNITY (GROUP INSURANCE)		LONG-TERM DISABILITY (GROUP INSURANCE)		GROUP AUTOMOBILE INSURANCE		GROUP SURVIVOR INCOME BENEFIT INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	2	*	3	55	1	*	1	*		
0.1-24.9										
25.0-49.9										
50	24	301	18	224	16	222	1	*	2	*
50.1-74.9	1	*								
75.0-99.9	3	67	1	*	2	*				
100	12	190	8	127	4	76	2	*	2	*
Plan Available - % Data Not Specified	2	*								
Total Specifying Plan Available	44	624	30	*	23	357	4	*	4	*

AUTOMOTIVE FIRMS - NON-OFFICE EMPLOYEES

A. STANDARD WORK WEEK

DAYS WORKED PER WEEK		
Days	Firms	Employees
4.00		
4.25		
4.50		
5.00	37	1,643
5.25		
5.50	12	236
5.75		
6.00	2	*
Other Not Specified	3	*
TOTAL	54	2,034

HOURS WORKED PER WEEK		
Number of Hours	Firms	Employees
30.0		
30.1 - 31.1		
31.2		
31.3 - 32.4		
32.5		
32.6 - 33.6	1	*
33.7		
33.8 - 34.9		
35.0		
35.1 - 36.1		
36.2		
36.3 - 37.4		
37.5		
37.6 - 38.6		
38.7		
38.8 - 39.9		
40.0	33	1,566
40.1 - 41.1	1	*
41.2		
41.3 - 42.4		
42.5	1	*
42.6 - 43.9	1	*
44.0	12	251
Other Not Specified	5	100
TOTAL	54	2,034

HOURS WORKED PER DAY		
Number of Hours	Firms	Employees
5.00		
5.25		
5.50		
5.75		
6.00		
6.25		
6.50		
6.75		
7.00		
7.25		
7.50	1	*
7.75		
8.00	45	1,883
8.25	1	*
8.50	4	81
8.75		
9.00		
Other Not Specified	3	36
TOTAL	54	2,034

B. VACATION-WITH-PAY

Qualifying Length of Employment in years	LENGTH OF VACATION											
	One Week		Two Weeks		Three Weeks		Four Weeks		Five Weeks		Six Weeks	
	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees
less than 0.5	1	*										
0.5	17	808										
0.6 to 0.9												
1			50	1,981								
2			1	*								
3					3	79						
4												
5			1	*	13	804						
6					2	*						
7					1	*						
8					1	*						
9												
10					14	578	3	144				
11												
12												
13												
14												
15					2	*	2	*				
16												
17												
18												
19												
20							6	385	2	*		
21												
22												
23												
24												
25												
Other												
TOTAL	18	*	52	2,027	36	1,692	11	*	2	*		

AUTOMOTIVE FIRMS - NON-OFFICE EMPLOYEES

C. PAID STATUTORY OR PUBLIC HOLIDAY POLICIES

Number of Paid Holidays Allowed	Firms	Employees
Days Specified		
5.0		
5.5		
6.0		
6.5		
7.0	2	*
7.5		
8.0	8	272
8.5		
9.0	3	203
9.5	3	56
10.0	27	927
10.5	6	296
11.0	2	*
11.5	3	61
12.0		
12.5		
13.0		
Other		
Days Allowed but Not Specified		
Other Arrangements		
Paid Holidays - Total	54	2,034
No Paid Holidays - Total		
Not Specified - Total		
TOTAL	54	2,034

Most Frequent Paid Holidays Allowed	Firms	Employees
New Year's Day	54	2,034
Good Friday	52	1,952
Easter Monday	7	339
Victoria Day	54	2,034
Dominion Day	54	2,034
Citizen's Day (Fair Week)		
full day	1	*
half day	12	457
Civic Holiday	44	1,750
Labour Day	54	2,034
Thanksgiving Day	53	1,954
Remembrance Day	45	1,636
Christmas Day	54	2,034
Boxing Day	46	1,864

D. FREQUENCY OF PAY PERIODS

Pay Period	Firms	Employees
Weekly	8	237
Bi-Weekly (26 pay periods per year)	12	327
Semi-monthly (24 pay periods per year)	18	886
Monthly (including firms reporting advances)	13	495
Others (including firms reporting more than one arrangement)	2	*
Not Specified	1	*
TOTAL	54	2,034

AUTOMOTIVE FIRMS - NON-OFFICE EMPLOYEES

E. FRINGE BENEFIT PLANS

1. SECURITY AND HEALTH PLANS

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	PRIVATE GROUP PENSION PLAN (NOT CANADA PENSION PLAN)		SAVINGS PLAN NOT FOR PENSION OR RETIREMENT PURPOSES		BASIC HEALTH SERVICES AND BENEFITS PLAN (GOVERNMENT)		OPTIONAL/SUPPLEMENTARY HEALTH SERVICES INSURANCE PLANS				GROUP DENTAL CARE INSURANCE PLAN		
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	ALBERTA BLUE CROSS		OTHER PRIVATE CARRIER		Firms Reporting	Employees	
							Firms Reporting	Employees	Firms Reporting	Employees			
0	4	107	3	227	15	750	6	249					
0.1-24.9	4	216			1	*	1	*		1	*		
25.0-49.9	8	355			21	796	8	363		15	648	3	
50					1	*	1	*					
50.1-74.9													
75.0-99.9	2	*			6	240	1	*		5	209	2	
100													
Plan Available -													
% Data Not Specified	5	168	1	*	3	34	1	*					
Total Specifying Plan Available	23	*	4	*	47	1,870	18	693		21	*	5	*

2. GROUP LIFE AND OTHER INSURANCE

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	GROUP LIFE INSURANCE		WEEKLY/MONTHLY INDEMNITY (GROUP INSURANCE)		LONG-TERM DISABILITY (GROUP INSURANCE)		GROUP AUTOMOBILE INSURANCE		GROUP SURVIVOR INCOME BENEFIT INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	2	*	3	165	2	*	1	*		
0.1-24.9										
25.0-49.9										
50	24	904	18	658	15	646	1	*	2	*
50.1-74.9	1	*								
75.0-99.9	3	209	1	*	2	*				
100	13	584	9	383	5	205	1	*	2	*
Plan Available -										
% Data Not Specified	3	43								
Total Specifying Plan Available	46	1,893	31	*	24	1,090	3	*	4	*

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FINANCIAL FIRMS - OFFICE EMPLOYEES

A. STANDARD WORK WEEK

DAYS WORKED PER WEEK		
Days	Firms	Employees
4.00	119	8,381
4.25		
4.50		
5.00		
5.25		
5.50		
5.75		
6.00		
Other Not Specified		
TOTAL	119	8,381

HOURS WORKED PER WEEK		
Number of Hours	Firms	Employees
30.0	1	*
30.1 - 31.1		
31.2		
31.3 - 32.4		
32.5		
32.6 - 33.6	3	83
33.7		
33.8 - 34.9		
35.0	47	1,433
35.1 - 36.1	1	*
36.2	8	177
36.3 - 37.4	2	*
37.5	47	6,457
37.6 - 38.6	2	*
38.7		
38.8 - 39.9		
40.0	8	108
40.1 - 41.1	41.2	
41.3 - 42.4		
42.5		
42.6 - 43.9		
44.0		
Other Not Specified		
TOTAL	119	8,381

HOURS WORKED PER DAY		
Number of Hours	Firms	Employees
5.00	3	83
5.25		
5.50		
5.75		
6.00		
6.25	48	1,494
6.50		
6.75		
7.00		
7.25	8	177
7.50	41	4,780
7.75	1	*
8.00	8	108
8.25		
8.50		
8.75		
9.00	4	*
Other Not Specified		
TOTAL	6	1,668

B. VACATION-WITH-PAY

Qualifying Length of Employment in years	LENGTH OF VACATION											
	One Week		Two Weeks		Three Weeks		Four Weeks		Five Weeks		Six Weeks	
	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees
less than 0.5	15	921	2	*								
0.5	46	3,981	2	*								
0.6 to 0.9	7	1,640	7	893								
1	1	*	87	5,455	17	337						
2			2	*	6	200						
3					29	3,940						
4					1	*						
5					57	3,770	6	92				
6												
7			1	*	1	*						
8					1	*						
9												
10					4	45	25	3,653				
11							2	*				
12							1	*	1	*		
13												
14												
15							49	3,148	1	*		
16												
17												
18												
19												
20							15	977	7	105		
21												
22												
23												
24												
25												
Other			5	1,614					26	3,694	3	59
									2	*	2	*
TOTAL	69	*	106	8,105	116	8,325	98	8,024	37	3,932	5	*

FINANCIAL FIRMS - OFFICE EMPLOYEES

C. PAID STATUTORY OR PUBLIC HOLIDAY POLICIES

Number of Paid Holidays Allowed	Firms	Employees
Days Specified		
5.0		
5.5		
6.0		
6.5		
7.0		
7.5		
8.0	1	*
8.5	1	*
9.0	4	56
9.5	2	*
10.0	31	3,016
10.5	28	2,483
11.0	20	493
11.5	19	1,994
12.0	12	205
12.5	1	*
13.0		
Other		
Days Allowed but Not Specified		
Other Arrangements		
Paid Holidays - Total	119	8,381
No Paid Holidays - Total		
Not Specified - Total		
TOTAL	119	8,381

Most Frequent Paid Holidays Allowed	Firms	Employees
New Year's Day	119	8,381
Good Friday	119	8,381
Easter Monday	43	2,473
Victoria Day	118	8,341
Dominion Day	119	8,381
Citizen's Day (Fair Week)		
full day	18	383
half day	54	4,724
Civic Holiday	116	8,296
Labour Day	119	8,381
Thanksgiving Day	119	8,381
Remembrance Day	102	8,024
Christmas Day	119	8,381
Boxing Day	116	8,314

D. FREQUENCY OF PAY PERIODS

Pay Period	Firms	Employees
Weekly	2	*
Bi-Weekly (26 pay periods per year)	33	3,229
Semi-monthly (24 pay periods per year)	44	3,473
Monthly (Including firms reporting advances)	37	1,621
Others (Including firms reporting more than one arrangement)	2	*
Not Specified	1	*
TOTAL	119	8,381

FINANCIAL FIRMS - OFFICE EMPLOYEES

E. FRINGE BENEFIT PLANS

1. SECURITY AND HEALTH PLANS

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	PRIVATE GROUP PENSION PLAN (NOT CANADA PENSION PLAN)		SAVINGS PLAN NOT FOR PENSION OR RETIREMENT PURPOSES		BASIC HEALTH SERVICES AND BENEFITS PLAN (GOVERNMENT)		OPTIONAL/SUPPLEMENTARY HEALTH SERVICES INSURANCE PLANS				GROUP DENTAL CARE INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	5	498	9	1,318	28	830	18	599	9	567	3	32
0.1-24.9	2	*	5	86	3	66			1	*		
25.0-49.9	23	710	1	*	35	798	15	535	8	238	1	*
50	8	847			3	3,671	1	*			2	*
50.1-74.9					7	698			1	*		
75.0-99.9	12	697	2	*	18	375	5	111	37	4,352	6	208
100												
Plan Available -												
% Data Not Specified	39	5,011	3	404	9	1,702			9	1,702	2	*
Total Specifying Plan Available	89	*	20	2,073	106	8,164	39	*	65	6,910	14	319

2. GROUP LIFE AND OTHER INSURANCE

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	GROUP LIFE INSURANCE		WEEKLY/MONTHLY INDEMNITY (GROUP INSURANCE)		LONG-TERM DISABILITY (GROUP INSURANCE)		GROUP AUTOMOBILE INSURANCE		GROUP SURVIVOR INCOME BENEFIT INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	9	247	15	354	20	1,495	4	809	11	1,319
0.1-24.9	3	79	1	*	1	*	1	*		
25.0-49.9	21	580	4	51	9	250			4	93
50										
50.1-74.9	9	1,321			1	*				
75.0-99.9	4	123	19	1,604	36	2,653			9	182
100	41	2,467								
Plan Available -										
% Data Not Specified	17	3,374	7	1,645	9	739			12	2,338
Total Specifying Plan Available	104	8,191	46	*	76	5,201	5	*	36	3,932

FINANCIAL FIRMS - NON-OFFICE EMPLOYEES

A. STANDARD WORK WEEK

DAYS WORKED PER WEEK		
Days	Firms	Employees
4.00		
4.25		
4.50		
5.00	25	299
5.25		
5.50	2	*
5.75		
6.00		
Other Not Specified	9	*
TOTAL	36	874

HOURS WORKED PER WEEK		
Number of Hours	Firms	Employees
30.0		
30.1 - 31.1		
31.2		
31.3 - 32.4		
32.5		
32.6 - 33.6		
33.7		
33.8 - 34.9		
35.0	13	159
35.1 - 36.1		
36.2		
36.3 - 37.4	1	*
37.5	3	44
37.6 - 38.6		
38.7		
38.8 - 39.9		
40.0	7	88
40.1 - 41.1		
41.2		
41.3 - 42.4	2	*
42.5		
42.6 - 43.9		
44.0		
Other Not Specified	10	281
TOTAL	36	874

HOURS WORKED PER DAY		
Number of Hours	Firms	Employees
5.00		
5.25		
5.50		
5.75		
6.00		
6.25		
6.50		
6.75		
7.00	13	159
7.25		
7.50	6	346
7.75		
8.00	7	88
8.25		
8.50		
8.75		
9.00		
Other Not Specified	10	281
TOTAL	36	874

B. VACATION-WITH-PAY

Qualifying Length of Employment in years	LENGTH OF VACATION											
	One Week		Two Weeks		Three Weeks		Four Weeks		Five Weeks		Six Weeks	
	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees
less than 0.5	5	33										
0.5	9	154										
0.6 to 0.9	1	*	1	*								
1	1	*	20	333								
2			3	79	1	*						
3					6	168						
4												
5					15	242						
6							1	*				
7												
8												
9												
10												
11							1	*				
12												
13												
14												
15							13	215				
16												
17												
18												
19												
20							4	47	2	*		
21												
22												
23												
24												
25									5	155	1	*
Other									1	*		
TOTAL	16	216	24	*	22	*	19	379	8	184	1	*

FINANCIAL FIRMS - NON-OFFICE EMPLOYEES

C. PAID STATUTORY OR PUBLIC HOLIDAY POLICIES

Number of Paid Holidays Allowed	Firms	Employees
Days Specified		
5.0		
5.5		
6.0		
6.5		
7.0		
7.5		
8.0	1	*
8.5	1	*
9.0	1	*
9.5	2	*
10.0	6	101
10.5	5	58
11.0	5	38
11.5	2	*
12.0	1	*
12.5		
13.0		
Other		
Days Allowed but Not Specified		
Other Arrangements		
Paid Holidays - Total	24	288
No Paid Holidays - Total	6	370
Not Specified - Total	6	216
TOTAL	36	874

Most Frequent Paid Holidays Allowed	Firms	Employees
New Year's Day	24	288
Good Friday	25	325
Easter Monday	5	84
Victoria Day	23	286
Dominion Day	25	325
Citizen's Day (Fair Week)		
full day	3	61
half day	11	131
Civic Holiday	24	288
Labour Day	24	288
Thanksgiving Day	24	288
Remembrance Day	19	263
Christmas Day	24	288
Boxing Day	22	274

D. FREQUENCY OF PAY PERIODS

Pay Period	Firms	Employees
Weekly	1	*
Bi-Weekly (26 pay periods per year)	5	59
Semi-monthly (24 pay periods per year)	13	177
Monthly (Including firms reporting advances)	8	452
Others (Including firms reporting more than one arrangement)	1	*
Not Specified	8	149
TOTAL	36	874

E. FRINGE BENEFIT PLANS

1. SECURITY AND HEALTH PLANS

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	PRIVATE GROUP PENSION PLAN (NOT CANADA PENSION PLAN)		SAVINGS PLAN NOT FOR PENSION OR RETIREMENT PURPOSES		BASIC HEALTH SERVICES AND BENEFITS PLAN (GOVERNMENT)		OPTIONAL/SUPPLEMENTARY HEALTH SERVICES INSURANCE PLANS				GROUP DENTAL CARE INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	ALBERTA BLUE CROSS		OTHER PRIVATE CARRIER		Firms Reporting	Employees
							Firms Reporting	Employees	Firms Reporting	Employees		
0			4	15	9	377	6	338	3	66	1	*
0.1-24.9			1	*	1	*			1	*		
25.0-49.9					5	59	3	59	2	*	1	*
50	3	31										
50.1-74.9	4	115			1	*					2	*
75.0-99.9					6	110	1	*	9	77	1	*
100	6	37										
Plan Available -												
% Data Not Specified	4	51	1	*	1	*			1	*	1	*
Total Specifying Plan Available	17	234	6	33	23	560	10	*	16	195	6	*

2. GROUP LIFE AND OTHER INSURANCE

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	GROUP LIFE INSURANCE		WEEKLY/MONTHLY INDEMNITY (GROUP INSURANCE)		LONG-TERM DISABILITY (GROUP INSURANCE)		GROUP AUTOMOBILE INSURANCE		GROUP SURVIVOR INCOME BENEFIT INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	1	*	3	302	6	50			3	13
0.1-24.9			1	*	1	*				
25.0-49.9	1	*	1	*	3	322				
50	6	338	1	*						
50.1-74.9	3	13	2	*						
75.0-99.9	3	74			7	113			2	*
100	6	83	5	60						
Plan Available -										
% Data Not Specified	3	42	1	*	2	*			3	41
Total Specifying Plan Available	23	575	13	470	19	544			8	*

RETAIL FIRMS - OFFICE EMPLOYEES

A. STANDARD WORK WEEK

DAYS WORKED PER WEEK		
Days	Firms	Employees
4.00	1	*
4.25		
4.50		
5.00	121	2,734
5.25		
5.50	8	130
5.75		
6.00	3	6
Other Not Specified	1	*
TOTAL	134	2,879

HOURS WORKED PER WEEK		
Number of Hours	Firms	Employees
30.0		
30.1 - 31.1		
31.2		
31.3 - 32.4		
32.5		
32.6 - 33.6		
33.7		
33.8 - 34.9		
35.0	14	611
35.1 - 36.1		
36.2	2	*
36.3 - 37.4	2	*
37.5	29	600
37.6 - 38.6	1	*
38.7		
38.8 - 39.9		
40.0	70	1,169
40.1 - 41.1		
41.2		
41.3 - 42.4		
42.5	2	*
42.6 - 43.9		
44.0	8	130
Other Not Specified	5	18
	1	*
TOTAL	134	2,879

HOURS WORKED PER DAY		
Number of Hours	Firms	Employees
5.00	2	*
5.25		
5.50		
5.75		
6.00	1	*
6.25		
6.50		
6.75		
7.00	15	620
7.25	2	*
7.50	29	570
7.75		
8.00	77	1,319
8.25		
8.50	2	*
8.75		
9.00	1	*
Other Not Specified	4	217
	1	*
TOTAL	134	2,879

B. VACATION-WITH-PAY

Qualifying Length of Employment in years	LENGTH OF VACATION											
	One Week		Two Weeks		Three Weeks		Four Weeks		Five Weeks		Six Weeks	
	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees
less than 0.5	5	172										
0.5	36	943	2	*								
0.6 to 0.9	1	*	1	*								
1	1	*	123	2,763	1	*						
2			1	*	4	96						
3					3	107						
4					6	167						
5			1	*	47	1,311						
6					6	295						
7					5	150						
8					8	414	2	*				
9												
10					18	135	11	516				
11							3	59				
12							3	80				
13												
14					2	*	16	714	1	*		
15							7	415				
16							2	*				
17							6	38				
18							1	*				
19							14	107	5	439		
20												
21												
22												
23												
24							1	*	8	351		
25									3	128		
Other												
TOTAL	43	1,126	128	2,850	100	2,694	66	2,180	17	*		

RETAIL FIRMS - OFFICE EMPLOYEES

C. PAID STATUTORY OR PUBLIC HOLIDAY POLICIES

Number of Paid Holidays Allowed	Firms	Employees
Days Specified		
5.0		
5.5		
6.0		
6.5		
7.0	3	19
7.5		
8.0	11	171
8.5		
9.0	12	77
9.5	6	192
10.0	56	1,648
10.5	14	195
11.0	17	368
11.5	3	143
12.0	5	17
12.5		
13.0	1	*
Other	2	*
Days Allowed but, Not Specified		
Other Arrangements		
Paid Holidays - Total	130	2,854
No Paid Holidays - Total	2	*
Not Specified - Total	2	*
TOTAL	134	2,879

Most Frequent Paid Holidays Allowed	Firms	Employees
New Year's Day	130	2,854
Good Friday	130	2,732
Easter Monday	28	381
Victoria Day	130	2,855
Dominion Day	129	2,840
Citizen's Day (Fair Week)		
full day	14	81
half day	25	543
Civic Holiday	110	2,631
Labour Day	129	2,853
Thanksgiving Day	126	2,825
Remembrance Day	102	2,630
Christmas Day	130	2,854
Boxing Day	115	2,353

D. FREQUENCY OF PAY PERIODS

Pay Period	Firms	Employees
Weekly	20	262
Bi-Weekly (26 pay periods per year)	46	1,065
Semi-monthly (24 pay periods per year)	34	812
Monthly (including firms reporting advances)	29	643
Others (including firms reporting more than one arrangement)	2	*
Not Specified	3	21
TOTAL	134	2,879

RETAIL FIRMS - OFFICE EMPLOYEES

E. FRINGE BENEFIT PLANS

1. SECURITY AND HEALTH PLANS

Percentage (%) of Premium Paid by Designated Fringe Benefit Plans	PRIVATE GROUP PENSION PLAN (NOT CANADA PENSION PLAN)		SAVINGS PLAN NOT FOR PENSION OR RETIREMENT PURPOSES		BASIC HEALTH SERVICES AND BENEFITS PLAN (GOVERNMENT)		OPTIONAL/SUPPLEMENTARY HEALTH SERVICES INSURANCE PLANS				GROUP DENTAL CARE INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms - Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	3	272	9	471	29	410	26	634	1	*	2	*
0.1-24.9	2	*			1	*	4	*		*		
25.0-49.9	3	9			5	148	17	84	2	*		
50	41	1,372	1	*	43	1,041	17	633	16	137	9	94
50.1-74.9	12	237			5	155	1	*	11	217	1	*
75.0-99.9	3	25			3	125	1	*	4	150		
100	7	424			15	624	10	162	10	584	4	388
Plan Available - % Data Not Specified	8	136	2	*	10	125	5	64	1	*		
Total Specifying Plan Available	79	*	12	498	111	*	65	1,585	45	1,157	16	523

2. GROUP LIFE AND OTHER INSURANCE

Percentage (%) of Premium Paid by Designated Fringe Benefit Plans	GROUP LIFE INSURANCE		WEEKLY/MONTHLY INDEMNITY (GROUP INSURANCE)		LONG-TERM DISABILITY (GROUP INSURANCE)		GROUP AUTOMOBILE INSURANCE		GROUP SURVIVOR INCOME BENEFIT INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	8	164	1	*	12	508			1	*
0.1-24.9	5	117	1	*	1	*				
25.0-49.9	33	822	18	632	20	631			3	303
50	13	268	8	218	6	243				
50.1-74.9	4	93	2	*						
75.0-99.9	27	1,030	16	639	16	343			3	179
100										
Plan Available - % Data Not Specified	8	218	4	48	5	122	1	*	5	107
Total Specifying Plan Available	98	2,712	50	1,684	60	*	1	*	12	*

RETAIL FIRMS - NON-OFFICE EMPLOYEES

A. STANDARD WORK WEEK

DAYS WORKED PER WEEK		
Days	Firms	Employees
4.00		
4.25		
4.50		
5.00	123	9,441
5.25		
5.50	12	885
5.75		
6.00	5	213
Other Not Specified		
TOTAL	140	10,539

HOURS WORKED PER WEEK		
Number of Hours	Firms	Employees
30.0		
30.1 - 31.1		
31.2		
31.3 - 32.4		
32.5		
32.6 - 33.6		
33.7		
33.8 - 34.9		
35.0	4	94
35.1 - 36.1	1	*
36.2		
36.3 - 37.4	1	*
37.5	14	234
37.6 - 38.6	2	*
38.7		
38.8 - 39.9		
40.0	96	8,476
40.1 - 41.1		
41.2	1	*
41.3 - 42.4		
42.5	1	*
42.6 - 43.9		
44.0	16	1,145
Other Not Specified	3 1	331 *
TOTAL	140	10,539

HOURS WORKED PER DAY		
Number of Hours	Firms	Employees
5.00	1	*
5.25		
5.50		
5.75		
6.00		
6.25		
6.50		
6.75		
7.00	6	274
7.25		
7.50	16	247
7.75	1	*
8.00	108	9,403
8.25		
8.50	1	*
8.75		
9.00		
Other Not Specified	6 1	302 *
TOTAL	140	10,539

B. VACATION-WITH-PAY

Qualifying Length of Employment in years	LENGTH OF VACATION											
	One Week		Two Weeks		Three Weeks		Four Weeks		Five Weeks		Six Weeks	
	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees
less than 0.5	4	124										
0.5	39	2,642	2	*								
0.6 to 0.9												
1	2	*	125	7,982	2	*						
2			1	*	2	*						
3					2	*						
4			1	*	5	128						
5					47	3,340						
6					5	345						
7					4	616						
8					6	810	1	*				
9												
10					20	544	8	736				
11												
12							2	*				
13							3	105				
14												
15					2	*	17	1,866				
16							6	534				
17							1	*				
18							7	748				
19							1	*	2	*		
20							15	265	3	71		
21												
22												
23												
24												
25							3	220	6	313	2	*
Other									3	250		
TOTAL	45	*	129	8,017	95	6,243	64	4,738	14	*	2	*

RETAIL FIRMS - NON-OFFICE EMPLOYEES

C. PAID STATUTORY OR PUBLIC HOLIDAY POLICIES

Number of Paid Holidays Allowed	Firms	Employees
Days Specified		
5, 0		
5, 5		
6, 0		
6, 5		
7, 0	5	129
7, 5		
8, 0	13	1, 427
8, 5		
9, 0	21	1, 216
9, 5	3	53
10, 0	59	5, 773
10, 5	10	299
11, 0	13	774
11, 5	3	25
12, 0	6	89
12, 5		
13, 0		
Other	1	*
Days Allowed but Not Specified		
Other Arrangements		
Paid Holidays - Total	134	9, 990
No Paid Holidays - Total	2	*
Not Specified - Total	4	429
TOTAL	140	10, 539

Most Frequent Paid Holidays Allowed	Firms	Employees
New Year's Day	134	9, 990
Good Friday	136	10, 243
Easter Monday	29	1, 668
Victoria Day	136	10, 243
Dominion Day	135	10, 211
Citizen's Day (Fair Week)		
full day	13	428
half day	17	392
Civic Holiday	108	8, 247
Labour Day	134	9, 990
Thanksgiving Day	132	9, 990
Remembrance Day	106	8, 506
Christmas Day	134	9, 990
Boxing Day	113	7, 802

D. FREQUENCY OF PAY PERIODS

Pay Period	Firms	Employees
Weekly	31	3, 053
Bi-Weekly (26 pay periods per year)	52	4, 337
Semi-monthly (24 pay periods per year)	28	1, 939
Monthly (Including firms reporting advances)	22	749
Others (Including firms reporting more than one arrangement)	4	243
Not Specified	3	218
TOTAL	140	10, 539

E. FRINGE BENEFIT PLANS

1. SECURITY AND HEALTH PLANS

Percentage (%) of Premium Paid by Designated Fringe Benefit Plans	PRIVATE GROUP PENSION PLAN (NOT CANADA PENSION PLAN)		SAVINGS PLAN NOT FOR PENSION OR RETIREMENT PURPOSES		BASIC HEALTH SERVICES AND BENEFITS PLAN (GOVERNMENT)		OPTIONAL/SUPPLEMENTARY HEALTH SERVICES INSURANCE PLANS				GROUP DENTAL CARE INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	1	*	9	3,346	29	2,460	24	1,751	1	*	2	*
0.1-24.9	2	*			1	*	1	*	2	*		
25.0-49.9	3	43			5	281	4	292	2	*		
50	41	5,773	1	*	38	2,746	17	1,350	13	545	9	312
50.1-74.9	9	154			3	235	1	*	8	229	1	*
75.0-99.9	2	*			3	406	1	*	5	482		
100	8	354			13	436	5	290	13	1,013	6	643
Plan Available - % Data Not Specified	5	119	1	*	14	2,815	5	2,010	2	*	2	*
Total Specifying Plan Available	70	6,889	11	3,558	106	*	58	5,728	44	2,381	20	3,020

2. GROUP LIFE AND OTHER INSURANCE

Percentage (%) of Premium Paid by Designated Fringe Benefit Plans	GROUP LIFE INSURANCE		WEEKLY/MONTHLY INDEMNITY (GROUP INSURANCE)		LONG-TERM DISABILITY (GROUP INSURANCE)		GROUP AUTOMOBILE INSURANCE		GROUP SURVIVOR INCOME BENEFIT INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	7	195	1	*	11	1,407			1	*
0.1-24.9	6	418	1	*	1	*				
25.0-49.9	30	4,141	16	1,890	18	1,472	1	*	3	93
50	10	425	8	412	4	274				
50.1-74.9	3	434	3	434	1	*			2	*
75.0-99.9	25	2,464	15	1,468	16	806				
100										
Plan Available - % Data Not Specified	9	654	5	2,029	4	110	1	*	3	98
Total Specifying Plan Available	90	8,731	49	6,334	55	4,196	2	*	9	248

INSTITUTIONS - OFFICE EMPLOYEES

A. STANDARD WORK WEEK

DAYS WORKED PER WEEK		
Days	Firms	Employees
4.00		
4.25		
4.50	1	*
5.00	94	6,553
5.25	2	*
5.50		
5.75		
6.00		
Other Not Specified	1	*
TOTAL	98	6,596

HOURS WORKED PER WEEK		
Number of Hours	Firms	Employees
30.0		
30.1 - 31.1		
31.2		
31.3 - 32.4		
32.5		
32.6 - 33.6		
33.7		
33.8 - 34.9		
35.0	17	3,556
35.1 - 36.1		
36.2	5	441
36.3 - 37.4		
37.5	13	396
37.6 - 38.6	2	*
38.7	3	504
38.8 - 39.9	1	*
40.0	56	1,546
40.1 - 41.1		
41.2		
41.3 - 42.4		
42.5		
42.6 - 43.9		
44.0		
Other Not Specified	1	*
TOTAL	98	6,596

HOURS WORKED PER DAY		
Number of Hours	Firms	Employees
5.00		
5.25		
5.50		
5.75		
6.00		
6.25		
6.50		
6.75		
7.00	17	3,556
7.25	4	429
7.50	15	535
7.75	3	504
8.00	57	1,558
8.25		
8.50		
8.75		
9.00		
Other Not Specified	1	*
	1	*
TOTAL	98	6,596

B. VACATION-WITH-PAY

Qualifying Length of Employment in years	LENGTH OF VACATION											
	One Week		Two Weeks		Three Weeks		Four Weeks		Five Weeks		Six Weeks	
	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees
less than 0.5	4	75										
0.5	8	258	1	*								
0.6 to 0.9			4	75								
1	2	*	32	765	51	5,366						
2			1	*	13	592						
3					8	96	1	*				
4					1	*	2	*				
5					9	64	8	264				
6							3	48				
7												
8							4	378				
9							1	*				
10							35	1,533	2	*		
11							1	*	1	*		
12							4	978				
13							1	*				
14							1	*				
15							5	2,006				
16												
17												
18									1	*		
19												
20							2	*	3	352		
21												
22												
23												
24									1	*		
25												
Other												
TOTAL	14	*	38	846	82	*	68	5,868	8	944		

INSTITUTIONS - OFFICE EMPLOYEES

C. PAID STATUTORY OR PUBLIC HOLIDAY POLICIES

Number of Paid Holidays Allowed	Firms	Employees
Days Specified		
5.0		
5.5		
6.0		
6.5		
7.0		
7.5		
8.0		
8.5		
9.0	1	*
9.5	1	*
10.0	67	2,080
10.5	9	3,651
11.0	8	150
11.5	8	512
12.0	2	*
12.5		
13.0		
Other	1	*
Days Allowed but Not Specified		
Other Arrangements		
Paid Holidays - Total	97	6,590
No Paid Holidays - Total		
Not Specified - Total	1	*
TOTAL	98	6,596

Most Frequent Paid Holidays Allowed	Firms	Employees
New Year's Day	97	6,590
Good Friday	97	6,590
Easter Monday	22	839
Victoria Day	97	6,590
Dominion Day	96	6,572
Citizen's Day (Fair Week)		
full day	5	229
half day	19	3,994
Civic Holiday	92	6,494
Labour Day	97	6,590
Thanksgiving Day	97	6,590
Remembrance Day	92	6,564
Christmas Day	97	6,590
Boxing Day	97	6,590

D. FREQUENCY OF PAY PERIODS

Pay Period	Firms	Employees
Weekly		
Bi-Weekly (26 pay periods per year)	16	1,471
Semi-monthly (24 pay periods per year)	18	565
Monthly (Including firms reporting advances)	62	4,532
Others (Including firms reporting more than one arrangement)		
Not Specified	2	*
TOTAL	98	6,596

INSTITUTIONS - OFFICE EMPLOYEES

E. FRINGE BENEFIT PLANS

1. SECURITY AND HEALTH PLANS

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	PRIVATE GROUP PENSION PLAN (NOT CANADA PENSION PLAN)		SAVINGS PLAN NOT FOR PENSION OR RETIREMENT PURPOSES		BASIC HEALTH SERVICES AND BENEFITS PLAN (GOVERNMENT)		OPTIONAL/SUPPLEMENTARY HEALTH SERVICES INSURANCE PLANS				GROUP DENTAL CARE INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	1	*	1	*	6	50	12	2,275				
0.1-24.9	2	*			1	*	1	*				
25.0-49.9	18	2,948	62	5,966	2	*	5	46	1	*		
50	23	908					53	2,606	1	*	1	*
50.1-74.9					2	*	2	*				
75.0-99.9					2	*	2	*				
100					5	86	5	1,009				
Plan Available -												
% Data Not Specified	21	1,989	2	*	6	54	7	49	2	*		
Total Specifying Plan Available	65	5,866	3	*	86	6,531	88	6,349	3	*	1	*

2. GROUP LIFE AND OTHER INSURANCE

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	GROUP LIFE INSURANCE		WEEKLY/MONTHLY INDEMNITY (GROUP INSURANCE)		LONG-TERM DISABILITY (GROUP INSURANCE)		GROUP AUTOMOBILE INSURANCE		GROUP SURVIVOR INCOME BENEFIT INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	5	303	1	*	2	*	1	*		
0.1-24.9	1	*			1	*				
25.0-49.9	17	2,585	1	*	6	660			1	*
50	2	*	1	*						
50.1-74.9										
75.0-99.9	7	1,966	6	253	7	306			1	*
100										
Plan Available -										
% Data Not Specified	1	*	1	*						
Total Specifying Plan Available	33	5,753	10	1,660	16	1,215	1	*	2	*

INSTITUTIONS - NON-OFFICE EMPLOYEES

A. STANDARD WORK WEEK

DAYS WORKED PER WEEK		
Days	Firms	Employees
4.00		
4.25		
4.50		
5.00	89	18,530
5.25	1	*
5.50		
5.75		
6.00	2	*
Other Not Specified	2	*
TOTAL	94	18,764

HOURS WORKED PER WEEK		
Number of Hours	Firms	Employees
30.0		
30.1 - 31.1		
31.2		
31.3 - 32.4		
32.5		
32.6 - 33.6		
33.7		
33.8 - 34.9		
35.0	4	88
35.1 - 36.1		
36.2	2	*
36.3 - 37.4	1	*
37.5	9	608
37.6 - 38.6	2	*
38.7	3	3,814
38.8 - 39.9		
40.0	67	13,598
40.1 - 41.1		
41.2		
41.3 - 42.4		
42.5		
42.6 - 43.9		
44.0		
Other Not Specified	2	*
	4	108
TOTAL	94	18,764

HOURS WORKED PER DAY		
Number of Hours	Firms	Employees
5.00		
5.25		
5.50		
5.75		
6.00		
6.25		
6.50		
6.75		
7.00	4	88
7.25	2	*
7.50	11	849
7.75	3	3,814
8.00		
8.25	68	13,724
8.50		
8.75		
9.00		
Other Not Specified	2	*
	4	108
TOTAL	94	18,764

B. VACATION-WITH-PAY

Qualifying Length of Employment in years	LENGTH OF VACATION											
	One Week		Two Weeks		Three Weeks		Four Weeks		Five Weeks		Six Weeks	
	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees
less than 0.5	4	712										
0.5	7	175	1	*								
0.6 to 0.9			5	744								
1	2	*	28	2,288	49	11,894						
2			1	*	13	1,601						
3					8	403	1	*				
4					1	*	2	*				
5					6	181	9	838				
6							4	186	1	*		
7							3	454				
8							5	2,036				
9							1	*				
10							24	5,665	2	*		
11							1	*	1	*		
12							3	723				
13							1	*				
14							1	*				
15							5	1,025				
16												
17												
18									1	*		
19												
20							3	157	2	*		
21												
22												
23												
24												
25												
Other					1	*			1	*		
TOTAL	13	*	35	3,115	78	14,157	63	13,374	8	*		

INSTITUTIONS - NON-OFFICE EMPLOYEES

C. PAID STATUTORY OR PUBLIC HOLIDAY POLICIES

Number of Paid Holidays Allowed	Firms	Employees
Days Specified		
5.0		
5.5		
6.0		
6.5		
7.0		
7.5		
8.0		
8.5		
9.0	2	*
9.5	2	*
10.0	64	14,714
10.5	9	3,334
11.0	6	100
11.5	5	331
12.0	2	*
12.5		
13.0		
Other		
Days Allowed but Not Specified		
Other Arrangements		
Paid Holidays - Total	90	18,649
No Paid Holidays - Total	1	*
Not Specified - Total	3	114
TOTAL	94	18,764

Most Frequent Paid Holidays Allowed	Firms	Employees
New Year's Day	89	18,621
Good Friday	90	18,649
Easter Monday	17	831
Victoria Day	90	18,649
Dominion Day	88	18,393
Citizen's Day (Fair Week)		
full day	4	149
half day	16	3,615
Civic Holiday	85	18,356
Labour Day	89	18,621
Thanksgiving Day	90	18,649
Remembrance Day	86	18,545
Christmas Day	90	18,649
Boxing Day	89	18,638

D. FREQUENCY OF PAY PERIODS

Pay Period	Firms	Employees
Weekly		
Bi-Weekly (26 pay periods per year)	14	8,337
Semi-monthly (24 pay periods per year)	14	3,151
Monthly (Including firms reporting advances)	63	6,857
Others (Including firms reporting more than one arrangement)	1	*
Not Specified	2	*
TOTAL	94	18,764

INSTITUTIONS - NON-OFFICE EMPLOYEES

E. FRINGE BENEFIT PLANS

1. SECURITY AND HEALTH PLANS

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	PRIVATE GROUP PENSION PLAN (NOT CANADA PENSION PLAN)		SAVINGS PLAN NOT FOR PENSION OR RETIREMENT PURPOSES		BASIC HEALTH SERVICES AND BENEFITS PLAN (GOVERNMENT)		OPTIONAL/SUPPLEMENTARY HEALTH SERVICES INSURANCE PLANS				GROUP DENTAL CARE INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	1	*	1	*	6	207	12	1,305				
0.1-24.9	2	*			1	*	1	*				
25.0-49.9	16	2,643			1	*	4	267				
50	18	5,979			59	15,578	51	13,826	1	*		
50.1-74.9					1	*	1	*				
75.0-99.9					2	*	2	*				
100					3	100	4	525				
Plan Available -												
% Data Not Specified	18	5,682	2	*	6	581	6	384				
Total Specifying Plan Available	55	14,716	3	*	79	18,200	81	17,986	1	*		

2. GROUP LIFE AND OTHER INSURANCE

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	GROUP LIFE INSURANCE		WEEKLY/MONTHLY INDEMNITY (GROUP INSURANCE)		LONG-TERM DISABILITY (GROUP INSURANCE)		GROUP AUTOMOBILE INSURANCE		GROUP SURVIVOR INCOME BENEFIT INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	4	1,166	1	*						
0.1-24.9	1	*								
25.0-49.9	14	6,380	1	*	5	1,790				
50	2	*								
50.1-74.9										
75.0-99.9	5	767	4	67	6	1,655				
100										
Plan Available -										
% Data Not Specified	1	*	1	*						
Total Specifying Plan Available	27	12,225	7	2,175	11	3,445				

Working Conditions And Fringe Benefit Plans Data

BY SIZE OF FIRM

Office And Non-Office Employees

FIRM SIZE 1 - 39 - OFFICE EMPLOYEES

A. STANDARD WORK WEEK

DAYS WORKED PER WEEK		
Days	Firms	Employees
4.00	3	10
4.25		
4.50	2	*
5.00	448	3,409
5.25	3	34
5.50	24	89
5.75		
6.00	6	16
Other	3	6
Not Specified	1	*
TOTAL	490	3,589

HOURS WORKED PER WEEK		
Number of Hours	Firms	Employees
30.0		
30.1 - 31.1		
31.2	1	*
31.3 - 32.4		
32.5	2	*
32.6 - 33.6		
33.7	2	*
33.8 - 34.9		
35.0	96	782
35.1 - 36.1	2	*
36.2	14	110
36.3 - 37.4	4	50
37.5	170	1,552
37.6 - 38.6	2	*
38.7	3	17
38.8 - 39.9	4	69
40.0	150	774
40.1 - 41.1		
41.2	1	*
41.3 - 42.4	2	*
42.5	1	*
42.6 - 43.9	1	*
44.0	23	78
Other	10	22
Not Specified	2	*
TOTAL	490	3,589

HOURS WORKED PER DAY		
Number of Hours	Firms	Employees
5.00	2	*
5.25		
5.50		
5.75		
6.00	1	*
6.25	1	*
6.50	3	8
6.75	2	*
7.00	95	801
7.25	14	110
7.50	173	1,518
7.75	6	45
8.00	167	840
8.25	1	*
8.50	2	*
8.75		
9.00	1	*
Other	16	106
Not Specified	6	89
TOTAL	490	3,589

B. VACATION-WITH-PAY

Qualifying Length of Employment in years	LENGTH OF VACATION											
	One Week		Two Weeks		Three Weeks		Four Weeks		Five Weeks		Six Weeks	
	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees
less than 0.5	22	202	1	*								
0.5	146	1,202	6	52								
0.6 to 0.9	2	*	10	100								
1	9	71	409	3,043	29	249						
2	1	*	6	53	11	128						
3			1	*	33	357						
4					13	113						
5			1	*	203	1,751	10	104				
6					14	74	2	*				
7			1	*	11	60						
8					9	62						
9												
10			1	*	51	307	64	628	1	*		
11							1	*	2	*		
12					1	*	16	106	1	*		
13							4	33				
14							2	*				
15					6	37	90	901	6	41		
16							5	26				
17							2	*				
18							6	15				
19							1	*	1	*		
20					1	*	50	323	30	364	4	29
21												
22									1	*		
23									3	11		
24					2	*	4	29	41	386	2	*
25												
Other			2	*					6	77	10	68
TOTAL	180	1,520	438	3,305	384	3,149	257	2,214	92	957	16	*

FIRM SIZE I - 39 - OFFICE EMPLOYEES

C. PAID STATUTORY OR PUBLIC HOLIDAY POLICIES

Number of Paid Holidays Allowed	Firms	Employees
Days Specified		
5.0	1	*
5.5		
6.0		
6.5		
7.0	6	28
7.5		
8.0	20	61
8.5	1	*
9.0	40	261
9.5	13	120
10.0	186	1,248
10.5	77	762
11.0	76	546
11.5	29	265
12.0	27	194
12.5	2	*
13.0	2	*
Other	1	*
Days Allowed but Not Specified	3	25
Other Arrangements	1	*
Paid Holidays - Total	485	3,581
No Paid Holidays - Total	3	6
Not Specified - Total	2	*
TOTAL	490	3,589

Most Frequent Paid Holidays Allowed	Firms	Employees
New Year's Day	481	3,554
Good Friday	478	3,546
Easter Monday	121	896
Victoria Day	477	3,529
Dominion Day	480	3,545
Citizen's Day (Fair Week)		
full day	61	417
half day	129	1,269
Civic Holiday	425	3,205
Labour Day	478	3,545
Thanksgiving Day	476	3,519
Remembrance Day	402	3,061
Christmas Day	481	3,554
Boxing Day	458	3,468

D. FREQUENCY OF PAY PERIODS

Pay Period	Firms	Employees
Weekly	54	257
Bi-Weekly (26 pay periods per year)	112	775
Semi-monthly (24 pay periods per year)	148	1,132
Monthly (Including firms reporting advances)	160	1,322
Others (Including firms reporting more than one arrangement)	4	24
Not Specified	12	79
TOTAL	490	3,589

FIRM SIZE 1 - 39 - OFFICE EMPLOYEES

E. FRINGE BENEFIT PLANS

1. SECURITY AND HEALTH PLANS

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	PRIVATE GROUP PENSION PLAN (NOT CANADA PENSION PLAN)			SAVINGS PLAN NOT FOR PENSION OR RETIREMENT PURPOSES			BASIC HEALTH SERVICES AND BENEFITS PLAN (GOVERNMENT)			OPTIONAL/SUPPLEMENTARY HEALTH SERVICES INSURANCE PLANS						GROUP DENTAL CARE INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Firms Reporting	Employees	Firms Reporting	Firms Reporting	Employees	Firms Reporting	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	10	66	16	169	812	102	102	812	76	498	10	125	5	22			
0.1-24.9	10	104	1	*	23	5	5	23	3	10	3	30					
25.0-49.9	11	106	11	145	75	10	10	75	5	17	10	30					
50	131	974	3	23	1,228	162	162	1,228	81	548	57	532	29	169			
50.1-74.9	24	136	1	*	73	12	12	73	4	23	13	77	5	36			
75.0-99.9	8	66	11	44	145	4	4	145	4	29	4	39	2	*			
100	40	355	4	44	533	73	73	533	36	273	73	716	15	151			
Plan Available -																	
% Data Not Specified	60	735	6	36	230	26	26	230	18	106	8	124	5	50			
Total Specifying Plan Available	294	2,542	42	442	3,119	401	401	3,119	227	1,504	168	1,643	61	*			

2. GROUP LIFE AND OTHER INSURANCE

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	GROUP LIFE INSURANCE		WEEKLY/MONTHLY INDEMNITY (GROUP INSURANCE)		LONG-TERM DISABILITY (GROUP INSURANCE)		GROUP AUTOMOBILE INSURANCE		GROUP SURVIVOR INCOME BENEFIT INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	24	160	24	228	44	497	7	93	11	169
0.1-24.9	2	*	1	*	3	31	1	*		
25.0-49.9	18	111	58	393	67	482			10	61
50	129	956	9	275	12	87			2	*
50.1-74.9	25	275	5	34	4	40				
75.0-99.9	11	64	57	517	80	778	5	56	23	258
100	123	1,100								
Plan Available -										
% Data Not Specified	25	288	13	110	15	150	1	*	9	108
Total Specifying Plan Available	357	*	167	*	225	2,075	14	154	55	*

FIRM SIZE 1 - 39 - NON-OFFICE EMPLOYEES

A. STANDARD WORK WEEK

DAYS WORKED PER WEEK			HOURS WORKED PER WEEK			HOURS WORKED PER DAY		
Days	Firms	Employees	Number of Hours	Firms	Employees	Number of Hours	Firms	Employees
4.00	1	*	30.0			5.00		
			30.1 - 31.1			5.25		
			31.2			5.50		
4.25			31.3 - 32.4			5.75		
			32.5					
4.50	1	*	32.6 - 33.6	1	*	6.00		
			33.7			6.25		
			33.8 - 34.9			6.50		
			35.0	20	208	6.75		
5.00	341	4,655	35.1 - 36.1	2	*			
			36.2	2	*	7.00	22	222
			36.3 - 37.4	2	*	7.25	3	*
5.25	2	*	37.5	74	1,025	7.50	76	1,045
			37.6 - 38.6	4	62	7.75	4	36
			38.7	1	*			
5.50	53	685	38.8 - 39.9			8.00	271	3,821
			40.0	218	3,087	8.25	1	*
			40.1 - 41.1			8.50	7	97
			41.2	1	*	8.75		
5.75			41.3 - 42.4	4	54			
			42.5	2	*	9.00	5	55
6.00	10	63	42.6 - 43.9	2	*			
			44.0	61	808	Other	17	152
Other	2	*		12	110	Not Specified	14	126
Not Specified	10	105		14	126			
TOTAL	420	5,584	TOTAL	420	5,584	TOTAL	420	5,584

B. VACATION-WITH-PAY

Qualifying Length of Employment in years	LENGTH OF VACATION											
	One Week		Two Weeks		Three Weeks		Four Weeks		Five Weeks		Six Weeks	
	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees
less than 0.5	16	209										
0.5	116	1,660	6	69	1	*						
0.6 to 0.9	3	62	9	113								
1	12	122	338	4,624	16	280						
2			8	80	5	20						
3			1	*	21	327	1	*				
4			1	*	10	150						
5					155	2,034	5	57				
6					14	252	2	*				
7					11	140						
8					9	117						
9			1	*								
10			1	*	49	571	41	666	1	*		
11							2	*	1	*		
12					1	*	14	218				
13			1	*			3	21				
14							3	58				
15					9	225	58	719	6	79		
16							5	81				
17							1	*				
18							9	198				
19							1	*	1	*	1	*
20					1	*	46	617	24	332	4	55
21												
22									1	*		
23									3	52		
24					2	*	6	90	26	359	3	51
25					1	*						
Other									4	61	9	126
TOTAL	147	2,053	366	4,945	305	4,235	197	2,820	67	942	17	*

FIRM SIZE I - 39 - NON-OFFICE EMPLOYEES

C. PAID STATUTORY OR PUBLIC HOLIDAY POLICIES

Number of Paid Holidays Allowed	Firms	Employees
Days Specified		
5.0		
5.5		
6.0		
6.5		
7.0	7	105
7.5		
8.0	30	315
8.5	2	*
9.0	41	529
9.5	14	187
10.0	177	2,691
10.5	43	594
11.0	51	504
11.5	15	179
12.0	17	251
12.5	2	*
13.0	1	*
Other		
Days Allowed but Not Specified	3	37
Other Arrangements		
Paid Holidays - Total	403	5,438
No Paid Holidays - Total	7	54
Not Specified - Total	10	92
TOTAL	420	5,584

Most Frequent Paid Holidays Allowed	Firms	Employees
New Year's Day	400	5,401
Good Friday	396	5,359
Easter Monday	88	1,073
Victoria Day	397	5,343
Dominion Day	399	5,356
Citizen's Day (Fair Week)		
full day	43	599
half day	80	1,032
Civic Holiday	330	4,540
Labour Day	400	5,401
Thanksgiving Day	395	5,325
Remembrance Day	331	4,410
Christmas Day	400	5,401
Boxing Day	366	5,017

D. FREQUENCY OF PAY PERIODS

Pay Period	Firms	Employees
Weekly	82	1,162
Bi-Weekly (26 pay periods per year)	127	1,816
Semi-monthly (24 pay periods per year)	85	912
Monthly (Including firms reporting advances)	101	1,369
Others (Including firms reporting more than one arrangement)	8	127
Not Specified	17	198
TOTAL	420	5,584

E. FRINGE BENEFIT PLANS

1. SECURITY AND HEALTH PLANS

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	PRIVATE GROUP PENSION PLAN (NOT CANADA PENSION PLAN)		SAVINGS PLAN NOT FOR PENSION OR RETIREMENT PURPOSES		BASIC HEALTH SERVICES AND BENEFITS PLAN (GOVERNMENT)		OPTIONAL/SUPPLEMENTARY HEALTH SERVICES INSURANCE PLANS				GROUP DENTAL CARE INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	5	61	13	203	63	1,081	5	841	4	55	4	67
0.1-24.9	5	92	4	37	3	35	4	46	1	50	1	*
25.0-49.9	11	169	9	57	5	110	4	710	25	390		
50	98	1,463	3	40	131	1,830	66	934	49	710		
50.1-74.9	19	258	1	*	7	95	3	45	11	116	6	94
75.0-99.9	4	38	7	*	7	128	5	98	2	*	1	*
100	40	509	2	*	55	788	24	280	50	594	9	125
Plan Available -												
% Data Not Specified	29	465	3	35	20	350	11	167	4	57	3	40
Total Specifying Plan Available	211	3,055	27	372	316	4,419	180	2,446	125	*	49	740

2. GROUP LIFE AND OTHER INSURANCE

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	GROUP LIFE INSURANCE		WEEKLY/MONTHLY INDEMNITY (GROUP INSURANCE)		LONG-TERM DISABILITY (GROUP INSURANCE)		GROUP AUTOMOBILE INSURANCE		GROUP SURVIVOR INCOME BENEFIT INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	17	203	16	204	27	335	3	28	4	35
0.1-24.9	2	*	2	*	2	*	1	*	7	80
25.0-49.9	14	223	48	687	49	691	1	*	1	*
50	105	1,501	17	196	3	34	4	16	20	206
50.1-74.9	17	221	6	112	54	654	1	*	3	18
75.0-99.9	10	177	45	626	11	111	9	93	35	*
100	87	1,198								
Plan Available -										
% Data Not Specified	18	257	9	101	155	*	9	93	35	*
Total Specifying Plan Available	270	*	140	*	155	*	9	93	35	*

FIRM SIZE 40 - 99 - OFFICE EMPLOYEES

A. STANDARD WORK WEEK

DAYS WORKED PER WEEK		
Days	Firms	Employees
4.00		
4.25		
4.50		
5.00	248	5,808
5.25	1	*
5.50	8	84
5.75		
6.00		
Other	1	*
Not Specified	1	*
TOTAL	259	5,920

HOURS WORKED PER WEEK		
Number of Hours	Firms	Employees
30.0		
30.1 - 31.1		
31.2		
31.3 - 32.4		
32.5		
32.6 - 33.6		
33.7	1	*
33.8 - 34.9		
35.0	46	2,011
35.1 - 36.1	1	*
36.2	9	260
36.3 - 37.4		
37.5	93	2,135
37.6 - 38.6	2	*
38.7	1	*
38.8 - 39.9		
40.0	96	1,329
40.1 - 41.1		
41.2		
41.3 - 42.4	2	*
42.5	1	*
42.6 - 43.9		
44.0	5	59
Other	1	*
Not Specified	1	*
TOTAL	259	5,920

HOURS WORKED PER DAY		
Number of Hours	Firms	Employees
5.00		
5.25		
5.50		
5.75		
6.00		
6.25		
6.50		
6.75	1	*
7.00	48	2,016
7.25	10	271
7.50	91	2,058
7.75	1	*
8.00	102	1,412
8.25	1	*
8.50	1	*
8.75		
9.00	1	*
Other	1	*
Not Specified	2	*
TOTAL	259	5,920

B. VACATION-WITH-PAY

Qualifying Length of Employment in years	LENGTH OF VACATION											
	One Week		Two Weeks		Three Weeks		Four Weeks		Five Weeks		Six Weeks	
	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees
less than 0.5	7	197	2	*								
0.5	82	1,930	2	*								
0.6 to 0.9	7	145	6	173								
1	2	*	211	4,707	24	437	2	*				
2	1	*	1	*	14	352	1	*				
3			1	*	37	1,721	1	*				
4					6	177	1	*				
5					117	2,476	7	69				
6					7	94						
7					3	39	1	*				
8					3	22	1	*				
9					1	*						
10					14	281	56	1,932	3	20	1	*
11					1	*	4	94				
12							12	283				
13					1	*	2	*				
14												
15					2	*	63	1,652	5	95		
16												
17							2	*				
18							1	*	1	*		
19												
20							16	443	33	1,452	2	*
21												
22									2	*		
23									3	35		
24									1	*		
25							3	34	21	602	4	90
Other			2	*					3	59	3	19
TOTAL	99	2,284	225	5,078	230	5,642	173	4,689	72	2,381	10	148

C. PAID STATUTORY OR PUBLIC HOLIDAY POLICIES

Number of Paid Holidays Allowed	Firms	Employees
Days Specified		
5.0		
5.5		
6.0		
6.5		
7.0	1	*
7.5		
8.0	7	77
8.5	2	*
9.0	16	203
9.5	8	318
10.0	128	1,877
10.5	44	1,372
11.0	29	1,062
11.5	16	826
12.0	4	123
12.5		
13.0		
Other	1	*
Days Allowed but Not Specified		
Other Arrangements		
Paid Holidays - Total	256	5,895
No Paid Holidays - Total	1	*
Not Specified - Total	2	*
TOTAL	259	5,920

Most Frequent Paid Holidays Allowed	Firms	Employees
New Year's Day	256	5,895
Good Friday	255	5,877
Easter Monday	37	1,033
Victoria Day	254	5,849
Dominion Day	254	5,874
Citizen's Day (Fair Week)		
full day	18	588
half day	75	2,703
Civic Holiday	239	5,621
Labour Day	255	5,889
Thanksgiving Day	253	5,883
Remembrance Day	216	5,184
Christmas Day	256	5,895
Boxing Day	242	5,676

D. FREQUENCY OF PAY PERIODS

Pay Period	Firms	Employees
Weekly	15	181
Bi-Weekly (26 pay periods per year)	72	1,622
Semi-monthly (24 pay periods per year)	79	2,176
Monthly (Including firms reporting advances)	85	1,867
Others (Including firms reporting more than one arrangement)	2	*
Not Specified	6	56
TOTAL	259	5,920

E. FRINGE BENEFIT PLANS

1. SECURITY AND HEALTH PLANS

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	PRIVATE GROUP PENSION PLAN (NOT CANADA PENSION PLAN)		SAVINGS PLAN NOT FOR PENSION OR RETIREMENT PURPOSES		BASIC HEALTH SERVICES AND BENEFITS PLAN (GOVERNMENT)		OPTIONAL/SUPPLEMENTARY HEALTH SERVICES INSURANCE PLANS				GROUP DENTAL CARE INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	6	174	16	605	63	1,316	41	940	6	96	4	40
0.1-24.9	8	182	3	86	3	70	5	42	5	123	1	*
25.0-49.9	11	217	8	296	9	182	54	1,279	33	615	12	248
50	70	1,791	3	162	105	2,472	5	128	9	246	5	107
50.1-74.9	27	664		*	10	215	3	28	7	183	3	43
75.0-99.9	8	226			8	197	17	458	40	1,241	14	383
100	26	850	1		31	905	6	59	2	*	2	*
Plan Available - % Data Not Specified	29	816	3	57	7	130	131	2,934	102	*	41	845
Total Specifying Plan Available	185	4,920	34	*	236	5,487						

2. GROUP LIFE AND OTHER INSURANCE

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	GROUP LIFE INSURANCE		WEEKLY/MONTHLY INDEMNITY (GROUP INSURANCE)		LONG-TERM DISABILITY (GROUP INSURANCE)		GROUP AUTOMOBILE INSURANCE		GROUP SURVIVOR INCOME BENEFIT INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	27	1,002	8	230	26	644	4	68	3	101
0.1-24.9	7	172	2	*	1	*	1	*	2	*
25.0-49.9	76	1,551	40	595	43	788	1	*	2	*
50	15	313	4	86	11	264			10	250
50.1-74.9	13	225	5	109	8	241			1	*
75.0-99.9	63	1,850	39	1,007	51	1,737	5	56	19	667
100					9	179	1	*	8	253
Plan Available - % Data Not Specified	13	360	7	165	151	3,933	12	151	45	1,391
Total Specifying Plan Available	214	5,473	105	*						

A. STANDARD WORK WEEK

DAYS WORKED PER WEEK		
Days	Firms	Employees
4.00		
4.25		
4.50		
5.00	211	10,021
5.25		
5.50	16	661
5.75		
6.00	4	168
Other	1	*
Not Specified	6	215
TOTAL	238	11,109

HOURS WORKED PER WEEK		
Number of Hours	Firms	Employees
30.0		
30.1 - 31.1		
31.2		
31.3 - 32.4		
32.5		
32.6 - 33.6		
33.7		
33.8 - 34.9		
35.0	13	376
35.1 - 36.1		
36.2		
36.3 - 37.4	3	141
37.5	19	714
37.6 - 38.6	1	*
38.7	1	*
38.8 - 39.9	1	*
40.0	167	8,267
40.1 - 41.1	1	*
41.2		
41.3 - 42.4	2	*
42.5	1	*
42.6 - 43.9		
44.0	19	908
Other	4	182
Not Specified	6	215
TOTAL	238	11,109

HOURS WORKED PER DAY		
Number of Hours	Firms	Employees
5.00		
5.25		
5.50		
5.75		
6.00		
6.25		
6.50		
6.75		
7.00	14	417
7.25	1	*
7.50	21	755
7.75	3	136
8.00	181	8,863
8.25	1	*
8.50	2	*
8.75		
9.00	4	226
Other	5	251
Not Specified	6	215
TOTAL	238	11,109

B. VACATION-WITH-PAY

Qualifying Length of Employment in years	LENGTH OF VACATION											
	One Week		Two Weeks		Three Weeks		Four Weeks		Five Weeks		Six Weeks	
	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees
less than 0.5	6	210	1	*								
0.5	73	3,300	1	*								
0.6 to 0.9	2	*	2	*								
1	2	*	195	9,030	18	973						
2			2	*	10	465						
3					25	962						
4					8	377						
5			1	*	101	4,516	5	255				
6					6	246	1	*	1	*		
7					6	375	1	*				
8					5	301	2	*				
9					1	*						
10					18	835	44	1,991	3	167		
11							4	172				
12							9	407				
13					1	*	2	*				
14							1	*				
15					3	126	50	2,130	4	167		
16												
17							3	191				
18							5	317	1	*		
19									1	*		
20							12	499	26	881	2	*
21												
22									1	*		
23									3	173		
24									1	*		
25							5	349	13	565	3	283
Other									3	154	2	*
TOTAL	83	3,695	202	9,357	202	9,274	144	6,589	57	2,518	7	468

C. PAID STATUTORY OR PUBLIC HOLIDAY POLICIES

Number of Paid Holidays Allowed	Firms	Employees
Days Specified		
5.0		
5.5		
6.0		
6.5		
7.0	4	204
7.5		
8.0	13	712
8.5	1	*
9.0	24	1,264
9.5	7	136
10.0	120	6,061
10.5	30	1,155
11.0	22	939
11.5	6	242
12.0	1	*
12.5		
13.0	1	*
Other		
Days Allowed but Not Specified		
Other Arrangements		
Paid Holidays - Total	229	10,812
No Paid Holidays - Total	3	79
Not Specified - Total	6	218
TOTAL	238	11,109

Most Frequent Paid Holidays Allowed	Firms	Employees
New Year's Day	229	10,812
Good Friday	229	10,773
Easter Monday	27	1,236
Victoria Day	228	10,810
Dominion Day	228	10,779
Citizen's Day (Fair Week)		
full day	12	484
half day	43	1,549
Civic Holiday	200	9,373
Labour Day	229	10,812
Thanksgiving Day	228	10,714
Remembrance Day	190	8,733
Christmas Day	229	10,812
Boxing Day	208	9,801

D. FREQUENCY OF PAY PERIODS

Pay Period	Firms	Employees
Weekly	32	1,608
Bi-Weekly (26 pay periods per year)	88	4,536
Semi-monthly (24 pay periods per year)	52	2,214
Monthly (Including firms reporting advances)	50	2,157
Others (Including firms reporting more than one arrangement)	5	231
Not Specified	11	363
TOTAL	238	11,109

E. FRINGE BENEFIT PLANS

1. SECURITY AND HEALTH PLANS

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	PRIVATE GROUP PENSION PLAN (NOT CANADA PENSION PLAN)		SAVINGS PLAN NOT FOR PENSION OR RETIREMENT PURPOSES		BASIC HEALTH SERVICES AND BENEFITS PLAN (GOVERNMENT)		OPTIONAL/SUPPLEMENTARY HEALTH SERVICES INSURANCE PLANS				GROUP DENTAL CARE INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	3	146	16	811	55	2,653	34	1,518	5	219	3	162
0.1-24.9	7	255	3	110		221	4	201	5	155		
25.0-49.9	10	393	5	112	7	4,124	48	2,297	28	1,388	13	643
50	54	2,691	2	*	88	302	3	113	7	338	5	240
50.1-74.9	19	950	7		7	261	2	*	7	229	1	*
75.0-99.9	5	189	6	*	6	1,539	16	805	33	1,207	14	623
100	34	1,372	2		34							
Plan Available - % Data Not Specified	18	717	3	89	8	512	4	222	3	118	2	*
Total Specifying Plan Available	150	6,713	31	1,222	205	9,612	111	*	88	3,654	38	1,840

2. GROUP LIFE AND OTHER INSURANCE

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	GROUP LIFE INSURANCE		WEEKLY/MONTHLY INDEMNITY (GROUP INSURANCE)		LONG-TERM DISABILITY (GROUP INSURANCE)		GROUP AUTOMOBILE INSURANCE		GROUP SURVIVOR INCOME BENEFIT INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	20	881	4	172	19	739	4	197	3	60
0.1-24.9	9	436	2	*	1	*			2	*
25.0-49.9	64	2,903	38	1,933	2	*	1	*	1	*
50	10	375	6	289	32	1,511			7	340
50.1-74.9	10	471	6	293	8	374			1	*
75.0-99.9	10	2,524	41	1,737	6	285	2	*		
100	56				37	1,441			14	502
Plan Available - % Data Not Specified	12	564	4	200	9	432	1	*	6	209
Total Specifying Plan Available	181	8,154	101	*	114	4,904	8	392	34	1,312

FIRM SIZE 100 - 399 - OFFICE EMPLOYEES

A. STANDARD WORK WEEK

DAYS WORKED PER WEEK		
Days	Firms	Employees
4.00		
4.25		
4.50	1	*
5.00	208	15,898
5.25		
5.50	3	*
5.75		
6.00		
Other Not Specified		
TOTAL	212	15,943

HOURS WORKED PER WEEK		
Number of Hours	Firms	Employees
30.0		
30.1 - 31.1		
31.2		
31.3 - 32.4		
32.5		
32.6 - 33.6		
33.7	1	*
33.8 - 34.9		
35.0	28	2,657
35.1 - 36.1	1	*
36.2	9	729
36.3 - 37.4	7	250
37.5	98	9,631
37.6 - 38.6	2	*
38.7	3	209
38.8 - 39.9	1	*
40.0	58	1,807
40.1 - 41.1		
41.2		
41.3 - 42.4		
42.5		
42.6 - 43.9		
44.0	4	41
Other Not Specified		
TOTAL	212	15,943

HOURS WORKED PER DAY		
Number of Hours	Firms	Employees
5.00		
5.25		
5.50		
5.75		
6.00		
6.25		
6.50		
6.75	1	*
7.00	27	2,357
7.25	9	729
7.50	102	10,142
7.75	4	*
8.00	62	1,843
8.25		
8.50		
8.75		
9.00		
Other Not Specified	7	392
TOTAL	212	15,943

B. VACATION-WITH-PAY

Qualifying Length of Employment in years	LENGTH OF VACATION											
	One Week		Two Weeks		Three Weeks		Four Weeks		Five Weeks		Six Weeks	
	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees
less than 0.5	9	890	1	*								
0.5	61	3,975	1	*								
0.6 to 0.9	2	*	4	378								
1	1	*	173	11,265	27	3,768			1	*		
2			2	*	6	441						
3					38	4,480	1	*				
4			1	*	6	375	1	*				
5			1	*	86	4,758	5	520				
6					13	870	1	*				
7			1	*	6	150						
8					10	355	2	*				
9												
10					7	315	54	5,159				
11							5	359				
12							13	441				
13							4	152	1	*		
14							2	*				
15							44	4,979	3	104		
16							6	419				
17							2	*				
18							6	194				
19							1	*				
20							14	1,235	39	4,773	2	*
21									1	*		
22									2	*		
23									2	*		
24					1	*			1	*		
25							4	303	23	3,987	2	*
Other									7	361	5	221
TOTAL	73	4,973	184	11,940	200	*	165	14,341	81	9,831	9	320

C. PAID STATUTORY OR PUBLIC HOLIDAY POLICIES

Number of Paid Holidays Allowed	Firms	Employees
Days Specified		
5.0		
5.5		
6.0		
6.5		
7.0		
7.5		
8.0	4	308
8.5		
9.0	9	354
9.5	7	418
10.0	118	9,737
10.5	34	3,006
11.0	22	885
11.5	10	924
12.0	4	250
12.5		
13.0		
Other	2	*
Days Allowed but Not Specified		
Other Arrangements		
Paid Holidays - Total	210	15,925
No Paid Holidays - Total	1	*
Not Specified - Total	1	*
TOTAL	212	15,943

Most Frequent Paid Holidays Allowed	Firms	Employees
New Year's Day	210	15,925
Good Friday	210	15,803
Easter Monday	30	1,577
Victoria Day	210	15,881
Dominion Day	209	15,886
Citizen's Day (Fair Week)		
full day	17	833
half day	52	4,222
Civic Holiday	196	15,466
Labour Day	210	15,907
Thanksgiving Day	210	15,907
Remembrance Day	180	14,022
Christmas Day	210	15,925
Boxing Day	201	15,362

D. FREQUENCY OF PAY PERIODS

Pay Period	Firms	Employees
Weekly	11	516
Bi-Weekly (26 pay periods per year)	56	5,411
Semi-monthly (24 pay periods per year)	71	4,671
Monthly (Including firms reporting advances)	68	5,071
Others (Including firms reporting more than one arrangement)	3	197
Not Specified	3	77
TOTAL	212	15,943

FIRM SIZE 100 - 399 - OFFICE EMPLOYEES

E. FRINGE BENEFIT PLANS

1. SECURITY AND HEALTH PLANS																
Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	PRIVATE GROUP PENSION PLAN (NOT CANADA PENSION PLAN)			SAVINGS PLAN NOT FOR PENSION OR RETIREMENT PURPOSES			BASIC HEALTH SERVICES AND BENEFITS PLAN (GOVERNMENT)			OPTIONAL/SUPPLEMENTARY HEALTH SERVICES/INSURANCE PLANS				GROUP DENTAL CARE INSURANCE PLAN		
	Firms Reporting		Employees	Firms Reporting		Employees	Firms Reporting		Employees	ALBERTA BLUE CROSS		OTHER PRIVATE CARRIER		Firms Reporting	Employees	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees		
0	7	601	14	431	41	2,761	30	1,289	2	*			2	*		
0.1-24.9	2	*	2	*	8	1,005	6	302	3	290			14	467		
25.0-49.9	9	443	11	1,583	84	5,266	47	5,216	23	1,615				*		
50	66	3,958	12	1,737	15	992	8	470	6	639			1	*		
50.1-74.9	19	3,853	4	670	7	861	2	*	2	*			2	*		
75.0-99.9	11	1,246		*	36	1,751	15	831	42	4,177			11	776		
100	23	2,401	1													
Plan Available - % Data Not Specified	25	1,990	7	923	8	237	5	99	4	531						
Total Specifying Plan Available	162	*	51	5,442	199	12,873	113	*	82	7,569			30	1,407		

2. GROUP LIFE AND OTHER INSURANCE														
	GROUP LIFE INSURANCE			WEEKLY/MONTHLY INDEMNITY (GROUP INSURANCE)		LONG-TERM DISABILITY (GROUP INSURANCE)		GROUP AUTOMOBILE INSURANCE		GROUP SURVIVOR INCOME BENEFIT INSURANCE PLAN				
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees		
Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans														
0	14	1,183	10	681	29	2,740	8	1,033	1	*	1	*		
0.1-24.9	10	1,125	1	*	1	*			5		5	834		
25.0-49.9	64	3,662	26	1,148	38	2,765								
50	12	731	6	442	8	419			3		3	213		
50.1-74.9	9	436	5	157	3	204			15	*	15	1,535		
75.0-99.9	55	4,432	40	5,463	40	2,372	1	*	4	*	4	3,249		
100														
Plan Available - % Data Not Specified	18	3,877	5	351	11	3,841	1	*						
Total Specifying Plan Available	182	15,446	93	*	130	*	10	1,060	29	5,999				

A. STANDARD WORK WEEK

DAYS WORKED PER WEEK		
Days	Firms	Employees
4.00	3	348
4.25		
4.50		
5.00	183	25,177
5.25		
5.50	7	1,014
5.75		
6.00	3	390
Other	3	604
Not Specified	1	*
TOTAL	200	27,637

HOURS WORKED PER WEEK		
Number of Hours	Firms	Employees
30.0		
30.1 - 31.1		
31.2		
31.3 - 32.4		
32.5		
32.6 - 33.6		
33.7		
33.8 - 34.9		
35.0	4	277
35.1 - 36.1	3	313
36.2	3	293
36.3 - 37.4	4	798
37.5	13	1,840
37.6 - 38.6	1	*
38.7	1	*
38.8 - 39.9		
40.0	156	21,237
40.1 - 41.1	1	*
41.2		
41.3 - 42.4	3	448
42.5	2	*
42.6 - 43.9		
44.0	4	587
Other	4	768
Not Specified	1	*
TOTAL	200	27,637

HOURS WORKED PER DAY		
Number of Hours	Firms	Employees
5.00	1	*
5.25		
5.50		
5.75		
6.00		
6.25		
6.50		
6.75		
7.00	6	568
7.25	4	495
7.50	15	2,178
7.75	2	*
8.00	161	22,019
8.25	1	*
8.50	2	*
8.75		
9.00	2	*
Other	5	950
Not Specified	1	*
TOTAL	200	27,637

B. VACATION-WITH-PAY

Qualifying Length of Employment in years	LENGTH OF VACATION											
	One Week		Two Weeks		Three Weeks		Four Weeks		Five Weeks		Six Weeks	
	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees
less than 0.5	7	819	1	*								
0.5	53	6,787										
0.6 to 0.9	1	*	3	617								
1	1	*	156	19,743	24	4,726	1	*				
2			2	*	3	277	1	*				
3					32	3,735						
4			1	*	5	582	2	*				
5			1	*	77	10,522	4	687				
6					11	1,239	2	*				
7					7	899	2	*				
8			1	*	8	1,108	2	*				
9												
10					6	670	40	4,784				
11							6	433				
12					1	*	12	1,992				
13							5	731				
14							3	509				
15							35	5,649	3	532		
16							6	769				
17							3	405				
18							6	670				
19							1	*	1	*	1	*
20							10	1,295	32	3,355	2	*
21									1	*		
22									1	*		
23												
24					1	*			1	*		
25							2	*	24	3,936	1	*
Other									6	558	4	625
TOTAL	62	7,840	165	21,277	175	23,939	143	20,008	69	8,888	8	1,299

FIRM SIZE 100 - 399 - NON-OFFICE EMPLOYEES

C. PAID STATUTORY OR PUBLIC HOLIDAY POLICIES

Number of Paid Holidays Allowed	Firms	Employees
Days Specified		
5.0		
5.5		
6.0		
6.5		
7.0	1	*
7.5		
8.0	5	973
8.5		
9.0	19	2,759
9.5	3	200
10.0	115	16,706
10.5	14	1,246
11.0	23	3,116
11.5	6	654
12.0	3	239
12.5		
13.0		
Other	2	*
Days Allowed but Not Specified		
Other Arrangements	1	*
Paid Holidays - Total	192	26,487
No Paid Holidays - Total	4	477
Not Specified - Total	4	673
TOTAL	200	27,637

Most Frequent Paid Holidays Allowed	Firms	Employees
New Year's Day	191	26,039
Good Friday	191	26,039
Easter Monday	29	4,194
Victoria Day	191	26,039
Dominion Day	191	26,039
Citizen's Day (Fair Week)		
full day	12	1,536
half day	25	2,269
Civic Holiday	168	22,648
Labour Day	191	26,039
Thanksgiving Day	191	26,479
Remembrance Day	164	22,688
Christmas Day	191	26,039
Boxing Day	177	24,056

D. FREQUENCY OF PAY PERIODS

Pay Period	Firms	Employees
Weekly	25	3,651
Bi-Weekly (26 pay periods per year)	89	13,921
Semi-monthly (24 pay periods per year)	34	3,647
Monthly (Including firms reporting advances)	42	4,755
Others (Including firms reporting more than one arrangement)	6	1,135
Not Specified	4	528
TOTAL	200	27,637

E. FRINGE BENEFIT PLANS

1. SECURITY AND HEALTH PLANS

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	PRIVATE GROUP PENSION PLAN (NOT CANADA PENSION PLAN)		SAVINGS PLAN NOT FOR PENSION OR RETIREMENT PURPOSES		BASIC HEALTH SERVICES AND BENEFITS PLAN (GOVERNMENT)		OPTIONAL/SUPPLEMENTARY HEALTH SERVICES INSURANCE PLANS				GROUP DENTAL CARE INSURANCE PLAN	
							ALBERTA BLUE CROSS		OTHER PRIVATE CARRIER			
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	5	923	12	2,255	36	4,720	28	4,102	1	*	2	*
0.1-24.9	3	323	1	*	6	608	6	642	3	430		
25.0-49.9	5	567	8	650	6	9,589	42	6,803	15	1,882	7	893
50	53	7,024	9	897	70	2,175	11	1,619	7	1,184	3	524
50.1-74.9	14	2,584	2	*	17	782	2	*	2	*	2	*
75.0-99.9	7	588			5	4,000	14	1,804	29	3,063	10	1,101
100	28	3,425			33							
Plan Available -												
% Data Not Specified	17	2,733	4	510	9	1,334	4	585	1	*		
Total Specifying Plan Available	132	18,167	36	4,600	176	23,216	107	*	58	6,857	24	3,412

2. GROUP LIFE AND OTHER INSURANCE

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	GROUP LIFE INSURANCE		WEEKLY/MONTHLY INDEMNITY (GROUP INSURANCE)		LONG-TERM DISABILITY (GROUP INSURANCE)		GROUP AUTOMOBILE INSURANCE		GROUP SURVIVOR INCOME BENEFIT INSURANCE PLAN	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	8	1,289	8	1,209	19	1,826	3	449	1	*
0.1-24.9	9	862	1	*	1	*			1	*
25.0-49.9	52	8,072	24	3,627	26	3,476			3	35
50	58	2,113	13	1,720	6	837				
50.1-74.9	18	1,389	7	990	2	*			2	*
75.0-99.9	11	5,765	45	5,783	33	4,062	2	*	14	1,760
100	45									
Plan Available -										
% Data Not Specified	12	1,692	3	106	5	1,351			1	*
Total Specifying Plan Available	155	21,182	101	*	92	11,951	5	*	22	3,170

FIRM SIZE 400 + - OFFICE EMPLOYEES

A. STANDARD WORK WEEK

DAYS WORKED PER WEEK		
Days	Firms	Employees
4.00	83	37,281
4.25		
4.50		
5.00		
5.25		
5.50		
5.75		
6.00		
Other Not Specified		
TOTAL	83	37,281

HOURS WORKED PER WEEK		
Number of Hours	Firms	Employees
30.0	3	4,317
30.1 - 31.1		
31.2		
31.3 - 32.4		
32.5		
32.6 - 33.6		
33.7		
33.8 - 34.9		
35.0		
35.1 - 36.1		
36.2	4	916
36.3 - 37.4	3	379
37.5	42	19,496
37.6 - 38.6	2	*
38.7		
38.8 - 39.9	13	2,003
40.0		
40.1 - 41.1	1	*
41.2		
41.3 - 42.4	1	*
42.5		
42.6 - 43.9	1	*
44.0		
Other Not Specified		
TOTAL	83	37,281

HOURS WORKED PER DAY		
Number of Hours	Firms	Employees
5.00	1	*
5.25		
5.50		
5.75		
6.00		
6.25		
6.50		
6.75		
7.00		
7.25		
7.50	15	9,573
7.75	3	819
8.00	40	17,972
8.25	2	*
8.50		
8.75	14	2,105
9.00		
Other Not Specified	3	379
TOTAL	83	37,281

B. VACATION-WITH-PAY

Qualifying Length of Employment in years	LENGTH OF VACATION											
	One Week		Two Weeks		Three Weeks		Four Weeks		Five Weeks		Six Weeks	
	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees
less than 0.5	8	1,557										
0.5	14	6,075	1	*								
0.6 to 0.9	2	*	9	1,907								
1	2	*	49	17,046	20	12,556						
2			1	*	2	*						
3			1	*	23	12,057						
4					6	1,286						
5					19	4,095						
6					6	567						
7					1	*						
8					2	*	6	829				
9							1	*				
10							35	14,705				
11							1	*				
12							7	1,944				
13							2	*				
14							20	12,141	4	505		
15							2	*				
16							2	*				
17							2	*	1	*		
18												
19							1	*	23	10,957	2	*
20												
21												
22									1	*		
23									2	*		
24									19	6,636	1	*
25												
Other			2	*					5	6,213	3	597
TOTAL	26	9,655	63	21,439	79	32,843	77	32,814	55	25,718	6	1,042

FIRM SIZE 400 + - OFFICE EMPLOYEES

C. PAID STATUTORY OR PUBLIC HOLIDAY POLICIES

Number of Paid Holidays Allowed	Firms	Employees
Days Specified		
5.0		
5.5		
6.0		
6.5		
7.0		
7.5		
8.0	1	*
8.5		
9.0	4	750
9.5		
10.0	53	17,140
10.5	7	5,605
11.0	10	6,986
11.5	6	6,323
12.0	1	*
12.5	1	*
13.0		
Other		
Days Allowed but Not Specified		
Other Arrangements		
Paid Holidays - Total	83	37,281
No Paid Holidays - Total		
Not Specified - Total		
TOTAL	83	37,281

Most Frequent Paid Holidays Allowed	Firms	Employees
New Year's Day	83	37,281
Good Friday	83	37,281
Easter Monday	13	12,944
Victoria Day	83	37,281
Dominion Day	83	37,281
Citizen's Day (Fair Week)		
full day	4	594
half day	14	12,251
Civic Holiday	80	37,046
Labour Day	83	37,281
Thanksgiving Day	83	37,281
Remembrance Day	75	33,259
Christmas Day	83	37,281
Boxing Day	82	37,179

D. FREQUENCY OF PAY PERIODS

Pay Period	Firms	Employees
Weekly	8	1,120
Bi-Weekly (26 pay periods per year)	33	18,533
Semi-monthly (24 pay periods per year)	20	7,962
Monthly (Including firms reporting advances)	20	8,533
Others (Including firms reporting more than one arrangement)	2	*
Not Specified		
TOTAL	83	37,281

FIRM SIZE 400 + - OFFICE EMPLOYEES

E. FRINGE BENEFIT PLANS

1. SECURITY AND HEALTH PLANS

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	PRIVATE GROUP PENSION PLAN (NOT CANADA PENSION PLAN)		SAVINGS PLAN NOT FOR PENSION OR RETIREMENT PURPOSES		BASIC HEALTH SERVICES AND BENEFITS PLAN (GOVERNMENT)		OPTIONAL/SUPPLEMENTARY HEALTH SERVICES INSURANCE PLANS				GROUP DENTAL CARE INSURANCE PLAN	
	Firms Reporting		Firms Reporting		Firms Reporting		Firms Reporting		Firms Reporting		Firms Reporting	
	Employees	Employees	Employees	Employees	Employees	Employees	Employees	Employees	Employees	Employees	Employees	Employees
0	4	853	9	2,080	8	1,811	11	8,956	2	*		
0.1-24.9	3	4,392	6	3,259	3	1,080	1	*	1	*		
25.0-49.9	1	*	5	3,511	44	25,486	22	9,989	9	3,274	4	459
50	28	12,257										
50.1-74.9	21	8,788			7	3,965	3	2,112	2	*		*
75.0-99.9					6	1,141	3	771	4	1,074	1	
100	8	3,295			8	716	3	1,128	15	5,615	4	493
Plan Available -												
% Data Not Specified	15	7,029	5	1,563	5	1,979			3	1,689	1	*
Total Specifying Plan Available	80	*	25	10,413	81	36,178	43	*	36	13,602	10	1,374

2. GROUP LIFE AND OTHER INSURANCE

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	GROUP LIFE INSURANCE		WEEKLY/MONTHLY INDEMNITY (GROUP INSURANCE)		LONG-TERM DISABILITY (GROUP INSURANCE)		GROUP AUTOMOBILE INSURANCE		GROUP SURVIVOR INCOME BENEFIT INSURANCE PLAN	
	Firms Reporting		Firms Reporting		Firms Reporting		Firms Reporting		Firms Reporting	
	Employees	Employees	Employees	Employees	Employees	Employees	Employees	Employees	Employees	Employees
0	12	9,613	7	3,782	18	7,768	4	1,116	3	1,567
0.1-24.9			1	*					4	6,058
25.0-49.9			1	*					1	*
50	22	8,440	4	379	12	7,457			1	*
50.1-74.9	13	6,028	5	4,214	1	*			2	*
75.0-99.9	5	1,137	2	*	1	*				
100	16	5,041	17	7,079	15	6,730			2	*
Plan Available -										
% Data Not Specified	11	6,767	4	2,615	7	2,739			4	2,604
Total Specifying Plan Available	79	37,026	41	18,625	54	25,081	4	1,116	17	12,595

FIRM SIZE 400 + - NON-OFFICE EMPLOYEES

A. STANDARD WORK WEEK

DAYS WORKED PER WEEK		
Days	Firms	Employees
4.00	1	*
4.25		
4.75	1	*
5.00	70	56,533
5.25		
5.50	1	*
5.75		
6.00	1	*
Other Not Specified		
TOTAL	74	58,588

HOURS WORKED PER WEEK		
Number of Hours	Firms	Employees
30.0		
30.1 - 31.1		
31.2		
31.3 - 32.4		
32.5	1	*
32.6 - 33.6		
33.7		
33.8 - 34.9		
35.0	3	668
35.1 - 36.1	1	*
36.2		
36.3 - 37.4		
37.5	12	4,336
37.6 - 38.6	1	*
38.7	3	3,814
38.8 - 39.9		
40.0	50	46,878
40.1 - 41.1		
41.2		
41.3 - 42.4	1	*
42.5		
42.6 - 43.9		
44.0	2	*
Other Not Specified		
TOTAL	74	58,588

HOURS WORKED PER DAY		
Number of Hours	Firms	Employees
5.00		
5.25		
5.50		
5.75		
6.00		
6.25		
6.50	1	*
6.75		
7.00	2	*
7.25		
7.50	12	4,283
7.75	3	3,814
8.00		
8.25	54	48,848
8.50		
8.75		
9.00	2	*
Other Not Specified		
TOTAL	74	58,588

B. VACATION-WITH-PAY

Qualifying Length of Employment in years	LENGTH OF VACATION											
	One Week		Two Weeks		Three Weeks		Four Weeks		Five Weeks		Six Weeks	
	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees
less than 0.5	6	2,611										
0.5	11	3,668										
0.6 to 0.9			6	2,473								
1	3	1,092	45	31,340	14	11,791						
2			1	*	1	*						
3			2	*	14	4,508						
4					10	11,456						
5					19	12,630						
6					5	3,564						
7					1	*						
8					1	*						
9							5	2,823				
10							1	*				
11							21	10,989				
12							2	*				
13							8	4,359				
14							2	*				
15							14	12,904	2	*		
16							2	*				
17												
18							7	9,019	1	*		
19									1	*		
20							3	798	15	9,416	2	*
21									1	*		
22									1	*		
23									2	*		
24									2	*		
25									15	9,437	2	*
Other									5	8,336	2	*
TOTAL	20	7,371	54	34,905	65	45,852	65	45,502	45	34,146	6	*

FIRM SIZE 400 + - NON-OFFICE EMPLOYEES

C. PAID STATUTORY OR PUBLIC HOLIDAY POLICIES

Number of Paid Holidays Allowed	Firms	Employees
Days Specified		
5.0		
5.5		
6.0		
6.5		
7.0		
7.5		
8.0	2	*
8.5		
9.0	6	3, 128
9.5		
10.0	48	34, 793
10.5	6	2, 959
11.0	7	9, 279
11.5	3	6, 568
12.0	1	*
12.5	1	*
13.0		
Other		
Days Allowed but Not Specified		
Other Arrangements		
Paid Holidays - Total	74	58, 588
No Paid Holidays - Total		
Not Specified - Total		
TOTAL	74	58, 588

Most Frequent Paid Holidays Allowed	Firms	Employees
New Year's Day	73	58, 432
Good Friday	73	58, 005
Easter Monday	11	16, 012
Victoria Day	72	57, 734
Dominion Day	72	57, 781
Citizen's Day (Fair Week)		
full day		
half day	10	9, 821
Civic Holiday	68	55, 800
Labour Day	73	58, 432
Thanksgiving Day	72	57, 485
Remembrance Day	66	54, 284
Christmas Day	73	58, 040
Boxing Day	69	56, 251

D. FREQUENCY OF PAY PERIODS

Pay Period	Firms	Employees
Weekly	12	7, 840
Bi-Weekly (26 pay periods per year)	36	39, 420
Semi-monthly (24 pay periods per year)	12	4, 995
Monthly (Including firms reporting advances)	12	5, 181
Others (Including firms reporting more than one arrangement)	2	*
Not Specified		
TOTAL	74	58, 588

E. FRINGE BENEFIT PLANS

1. SECURITY AND HEALTH PLANS

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	PRIVATE GROUP PENSION PLAN (NOT CANADA PENSION PLAN)		SAVINGS PLAN NOT FOR PENSION OR RETIREMENT PURPOSES		BASIC HEALTH SERVICES AND BENEFITS PLAN (GOVERNMENT)		OPTIONAL/SUPPLEMENTARY HEALTH SERVICES INSURANCE PLANS				GROUP DENTAL CARE INSURANCE PLAN	
	Firms Reporting		Firms Reporting		Firms Reporting		BLUE CROSS ALBERTA		OTHER PRIVATE CARRIER		Firms Reporting	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	3	1,778	9	4,785	10	5,037	12	18,442	1	*		
0.1-24.9	3	7,003	6	1,509	2	*	1	*	8	2,572	3	1,298
25.0-49.9	27	21,243	2	*	33	24,715	18	14,875	2	*	1	*
50	15	13,957			7	7,971	3	6,148	2	*	1	*
50.1-74.9					6	3,311	3	1,641	4	2,244	3	1,494
75.0-99.9	9	2,719			7	4,399	2	*	11	4,165		
100												
Plan Available -												
% Data Not Specified	10	7,454	5	2,915	5	3,832	1	*	1	*	2	*
Total Specifying Plan Available	67	54,154	22	*	71	55,621	40	44,535	27	10,742	10	6,275

2. GROUP LIFE AND OTHER INSURANCE

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	GROUP LIFE INSURANCE		WEEKLY/MONTHLY INDEMNITY (GROUP INSURANCE)		LONG-TERM DISABILITY (GROUP INSURANCE)		GROUP AUTOMOBILE INSURANCE		GROUP SURVIVOR INCOME BENEFIT INSURANCE PLAN	
	Firms Reporting		Firms Reporting		Firms Reporting		Firms Reporting		Firms Reporting	
	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees	Firms Reporting	Employees
0	10	10,274	6	7,268	13	8,261	3	1,467	3	595
0.1-24.9			1	*					4	7,893
25.0-49.9	1	*	1	*					1	*
50	20	14,874	4	2,105	11	11,121			1	*
50.1-74.9	12	9,190	4	2,121	1	*			1	*
75.0-99.9	5	2,748	4	1,707					1	*
100	11	6,501	14	7,851	10	6,210			1	*
Plan Available -										
% Data Not Specified	5	3,557	3	2,905	7	4,825			2	*
Total Specifying Plan Available	64	*	37	24,954	42	*	3	1,467	13	12,322

APPENDIX

TABLE 1 VACATION WITH PAY - SPECIAL CONDITIONS

ALBERTA SUMMARY - 1974

Conditions	OFFICE		NON-OFFICE	
	Firms	Employees	Firms	Employees
Vacation pay in lieu of holiday	2	5	5	187
Varies according to union agreements	2	159	10	4,922
Special plan for Supervisory Staff	9	788	6	971
Bonus week for longevity on anniversary date only	9	3,127	7	2,132
4% of regular pay for less than one year	4	115	2	40

TABLE 2 OTHER FRINGE BENEFIT PLANS

ALBERTA SUMMARY - 1974

Plans	OFFICE		NON-OFFICE	
	Firms	Employees	Firms	Employees
Accident death and dismemberment	15	1,345	9	1,177
Accident and travel insurance	20	982	16	1,036
Aviation insurance	2	985	3	597
Life insurance (not group)	1	11	1	30
Stock Plan	19	1,348	11	1,711
Sick Plan	15	1,953	12	2,465
Others ¹	34	1,778	29	2,111

¹ Includes educational assistance, work clothing, salary continuance, local authority pension plan, etc.

TABLE 3 SUPPLEMENTARY INFORMATION ON PAID STATUTORY OR PUBLIC HOLIDAYS

ALBERTA SUMMARY - 1974

Special Conditions	OFFICE		NON-OFFICE	
	Firms	Employees	Firms	Employees
Christmas Eve	11	616	10	415
New Year's Eve	9	1,202	12	1,499
Both Christmas and New Year's Eve	5	73	3	59
$\frac{1}{2}$ day on Christmas Eve	6	222	6	442
$\frac{1}{2}$ day on both New Year's and Christmas Eve	10	570	8	915
Day after New Years	11	177	11	1,061
1 - 3 Christmas day	5	160		
1 Floating holiday	30	4,307	27	4,012
2 Floating holiday	7	247	9	1,593
Employees Birth Day	3	7	3	66
First Monday in August	4	48	4	141

ALBERTA BUREAU OF STATISTICS 1974

COPY OF SURVEY QUESTIONNAIRE

SURVEY OF WORKING CONDITIONS AND FRINGE BENEFIT PLANS - 1 AUGUST 1974

Please report the working conditions and fringe benefit plans information applicable to office employees and non-office employees SEPARATELY, as they were as of 1 August, 1974. Report information for FULL TIME EMPLOYEES only.

For the purposes of this survey, clerical and administrative staff are classed as OFFICE EMPLOYEES, while production and maintenance, sales and custodial staff are classed as NON-OFFICE EMPLOYEES.

Total Office Employees _____
Total Non-Office Employees _____

Please do not write in this box

16

16

17-20

17-20

A. STANDARD WORK WEEK

1. Exclude overtime.
2. State normal hours and days worked.

Number of Days worked per week
Number of Hours worked per week
Number of Hours worked per day

Office
Employees

Non-Office
Employees

B. VACATION WITH PAY

State the length of service required to qualify for the vacation periods specified below:

Length of Vacation with Pay

1 week
2 weeks
3 weeks
4 weeks
5 weeks
6 weeks
Other (specify)

Office
Employees

Non-Office
Employees

(Qualifying period in years of service for specified vacation)

C. PAID STATUTORY OR PUBLIC HOLIDAYS

Do you have a policy whereby your employees are paid for certain statutory or public holidays?

If yes, how many paid statutory or public holidays did you allow in the past twelve (12) months? (i.e. August 1, 1973 - July 31, 1974)
Please include half day holidays.

Please check (✓) each paid statutory or public holiday allowed your office and non-office employees:

1. New Years Day.....
2. Good Friday
3. Easter Monday
4. Victoria Day.....
5. Canada Day (Dominion Day).....
6. Citizen's Day (Fair Week)
full day
half day.....
7. Civic Holiday.....
8. Labour Day
9. Thanksgiving Day
10. Remembrance Day
11. Christmas Day
12. Boxing Day
13. Other paid holiday(s): please specify

Office
Employees

Non-Office
Employees

Yes ___ No ___

Yes ___ No ___

_____ Days

_____ Days

Office
Employees
(/)

Non-Office
Employees
(/)

* Please report for both office and non-office employees separately.

D. FREQUENCY OF PAY PERIODS

How often are the majority of
your employees paid?

(Please check (✓) appropriate response.)

Weekly (52 pay periods per year)

Bi-Weekly (26 pay periods per year)

Semi-Monthly (24 Pay periods per year)

Monthly With Compulsory Or Optional
Mid-Month Advance

Monthly (12 pay periods per year)

Other Arrangement (specify)

.....

Office
Employees
(✓)

Non-Office
Employees
(✓)

E. FRINGE BENEFIT PLANS

1. Please Designate a) with a (✓) whether the following fringe benefit plans are or are not available.

b) where a benefit plan is available, indicate the percentage of the premium to the plan paid by the employer and the percentage of premium to the plan paid by the employee. Do not report the percentage of payroll paid by the employer.

2. If two or more of the specified plans are combined into one general plan in your firm, please complete each of the appropriate plans in the listing.

		Office Employees Percentage of Premium Paid by (✓) Employer Employee	Non-Office Employees Percentage of Premium Paid by (✓) Employer Employee
1. Private Group Pension Plan (Not Canada Pension Plan)	available%%	available%%	not avail.
2. Savings Plan Not For Pension or Retirement Purposes	available%%	available%%	not avail.
3. Group Life Insurance	available%%	available%%	not avail.
4. Basic Health Services and Benefits Plan (Government)	available%%	available%%	not avail.
5. Optional/Supplementary Health Services Insurance Plan (Please report in both [a] and [b].)			
(a) Alberta Blue Cross (Group Plan)	available%%	available%%	not avail.
(b) Other Private Carrier (Group Plan)	available%%	available%%	not avail.
6. Group Dental Care Insurance Plan	available%%	available%%	not avail.
7. Weekly/Monthly Indemnity (Group Insurance Plan)	available%%	available%%	not avail.
8. Long-Term Disability (Group Insurance Plan)	available%%	available%%	not avail.
9. Group Survivor Income Benefit Insurance Plan	available%%	available%%	not avail.
10. Group Automobile Insurance	available%%	available%%	not avail.
11. Other (specify)	available%%	available%%	not avail.
	not avail.	not avail.	

